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STATE

MAGAZINE



Beijing 2008



Let the Games Begin

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Mission China and Consular Affairs cover the Beijing Olympics.
Photograph by Getty Images

Honoring the Memory Of Nairobi and Dar es Salaam



This is one of the most difficult letters to the foreign affairs family that I have ever written. It is also one of the most important. Let me explain.

On August 7, 10 years will have passed since the terrorist bombings of our embassies in Nairobi and Dar es Salaam, but our memories of the friends and colleagues we lost that day remain vivid and clear for all of us.

Car bombs were detonated nearly simultaneously outside both embassies. Although the attacks were intended to kill American employees of the United States government, most of the victims were Africans.

In Nairobi, 34 Kenyans and 12 Americans died inside the embassy, while 168 Kenyans lost their lives and thousands more were injured in the streets surrounding the building. In Dar es Salaam, nine Tanzanians, one Kenyan and one Somali citizen were killed and 85 people were wounded. The U.S. government employees killed and injured that day represented a cross section of both missions: State, Commerce, Agriculture, Centers for Disease Control, USMC, Air Force, Army, DOD civilians and several family members.

The attacks brought Osama bin Laden and al Qaeda to international attention for the first time, and were among the major anti-American terrorist attacks that preceded the September 11, 2001, attacks.

The shock, sense of loss and even more profound questioning of why it happened dominated our lives for a long time, and for many, continue to affect us every day. In those early days, many of us were consumed with feelings of justice and even revenge; for some, those feelings may never leave and for all, feelings about this tragic event should never be hidden. It is natural to want to see the evil people who committed such heinous acts brought to justice, in part to help us make sense of what happened.

In the 10 years, however, since these attacks, when I think of my friends and colleagues who were taken from us, I smile more often than I cry. Knowing them, spending time with them and appreciating their character and incredible personal qualities made me a better person. When I am faced with a difficult choice or decision, I often think of what some of my friends who died in the attacks would have done. They strengthen me. Their memory will always be with me, the essential antidote to those who promote hatred of others or violence to address political disputes.

I also think at this anniversary time of my friends and colleagues who survived and those who were injured, for they carry personal reminders of that tragic day. Many on the ground that day exhibited the most inspirational heroism, selflessly aiding injured colleagues while in extreme danger. They are among the remarkable men and women, Americans and local employees alike, whom we are proud to call family.

The families of our employees who died or were injured deserve special mention. Their lives were already filled with challenges that many of us will not face, and the attacks made their ability to live and work even more difficult. Their incredible energy in rebuilding their lives and their dedication to working to help the United States—and the American people—to make the world a better place deserves its special place in our hearts.

I said this letter was difficult to write because I feel the emotions so deeply and so personally. One of the most important lessons the tragedy taught me is how the wondrous vitality of the human spirit can never be quenched by cowardly terrorists or threats of violence. On this upcoming 10th anniversary of the tragedy, I thank you all on behalf of the entire foreign affairs community for your service and your grace under pressure. We are honored to call you our family.

Looking forward, we must honor the memory of those we mourn by pressing the cause of freedom and justice, for which they lived, and standing strong for freedom worldwide. The United States will not retreat from the world nor shrink from our responsibility to stand against terror. We owe it to those whom we honor today.

We want to serve you efficiently and well. If you have any comments or suggestions, please feel free to send them to me via unclassified e-mail at DG Direct. ■



Above and Beyond

The State Department was wonderful during the event in Chad (*State Magazine*, May 2008, “Heat of Battle: Ambassador Stays During Failed Coup”) and kept us up to date on my brother’s status. You all really do go above and beyond for families of foreign deployed staff. Please know that it is greatly appreciated by myself and my family.

Lynsi Pfleegor
Bel Alton, Md.

Great Seal

I want to thank you for covering the 225th commemoration ceremony for the Great Seal in the April issue of *State Magazine*. The Seal means a great deal to the Presidential Appointments staff and we feel very honored to keep it on behalf of the Secretary.

Your willingness to publish the article about the seal is a unique way for our colleagues in the Department to learn about it and to understand the significance of why the State Department is home to this national symbol.

Sharon Hardy
Presidential Appointments Officer

War Crimes

The article “Never Again” (*State Magazine*, April) caught my eye. I was truly happy to learn of the existence of the Office of War Crimes Issues, which monitors

atrocities all over the world.

By coincidence, I had recently attended the opening of the Nuremberg War Crimes Courtroom exhibit at the Holocaust Museum here in Richmond, Va. This true-to-life replica of the courtroom is the only one in the world. It will commemorate the millions who perished, enlighten the ones who come here to visit and educate new generations for years to come.

Frances Nunnally
Richmond, Va.

Embassy Collage

The U.S. Embassy in Managua would like to thank *State Magazine* and all its readers who responded to the July/August 2007 article asking for photographs for the embassy’s collage.

I received hundreds of pictures—locally and internationally—in support of this project. They ranged from the 1800s to the

present and included pictures of the building destroyed by the earthquake in 1972. Thanks to the excellent work of computer specialist Arturo Rodriguez, we created a unique piece of art featuring more than 1,200 photographs. Some depict current and former embassy employees alongside famous personalities. For instance, there are photos of actresses Salma Hayek and Ashley Judd, who came to Nicaragua in May of 2006 to promote HIV/AIDS awareness. The pictures were laid out in a mosaic to form one larger picture, so that from a distance one sees the front of the old chancery building (1974-2007), but as one gets closer, one can appreciate each picture.

The collage was unveiled at the January 2008 building inauguration and is on display on the first floor of the new embassy.

Maria Wyrick
New Embassy Transition Coordinator
Managua, Nicaragua

Let Us Hear from You

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Letters should not exceed 250 words and should include the writer’s name, address and daytime phone number. All letters become the property of *State Magazine*. Letters will be edited for length, accuracy and clarity. Only signed letters will be considered.

news

Undergraduates Rank Department Highly

The 2008 Most Ideal Undergraduate Employer survey, based on the responses of more than 40,000 undergraduates in the class of 2008, listed the Department as the highest-ranking federal agency. The Department ranked first among liberal arts undergraduates.

The ranking is based on undergraduates' selection of their top five picks from among 100 companies and agencies frequently mentioned by students in the previous annual survey. The ranking can be read online at http://bwnt.businessweek.com/interactive_reports/idealemployers_2008.





Consular Affairs Begins Issuing Passport Cards

The Bureau of Consular Affairs in June began issuing a new travel document—the passport card—a limited-use passport the size of a credit card. The passport card will improve U.S. border security and provide a convenient travel document for Americans who frequently travel to and

from land and sea ports of entry in Canada, Mexico, the Caribbean and Bermuda.

Responding to the 9/11 Commission, Congress mandated that all individuals—including American citizens—present passports or other specified citizenship and identity documents when entering the United States. The Departments of State and Homeland Security are implementing this mandate through the Western Hemisphere Travel Initiative. As of June 1, 2009, virtually all Americans entering the

U.S. via air and land ports of entry must present a passport or other acceptable document.

American citizens living along the northern and southern borders who routinely cross the border had requested a less-expensive and more portable alternative to the passport book. The card that resulted will have the same life-span as a passport book—10 years for adults, five for children—but cost less than half as much: \$45 for adults, \$35 for children and \$20 for those who already have a passport book. The card cannot be used for air travel but otherwise works just like a passport book.

To facilitate entry and expedite document processing, the card contains an electronic chip that links it to a secure Customs and Border Protection database. The chip contains no personal identification information. An electronic reader will identify the chip as one approaches a CBP post and transfer personal data from the database to the CBP officers' screens. The card has security features and state-of-the-art laser engraving to guard against counterfeiting and provide easy visual verification to CBP officers. It comes with a sleeve to protect against electronic "eavesdropping."

CA began accepting applications for the card in February and by May 6 had received more than 210,000 applications. CA is finalizing plans to produce the cards almost around the clock at the Arkansas Passport Center in Hot Springs. Additional details are at <http://travel.state.gov/passport>.



Gwen Guenther sorts envelopes as the first passport cards are produced at the Arkansas Passport Center in Hot Springs.

Bureaus and posts should become familiar with the Evacuation Management System, or EMS, a streamlined emergency planning and management tool. In situations such as a post evacuation or drawdown, EMS provides users an immediate and accurate count of all U.S. personnel under Chief of Mission authority. EMS can be accessed at post and in Washington, allowing authorized users to create evacuation lists, electronically assign travel vouchers and itineraries, and view emergency contact information on employees and their dependents.

Prior to EMS, posts' evacuation information was maintained separately in domestic and overseas locations, hampering coordination and tracking. EMS provides emergency managers with access to one data set that eliminates duplication and improves status reporting.

Since 2005, EMS has been used during evacuations in Jamaica, Chad and Serbia. The Family Liaison Office has used EMS to track potential evacuees from the time a post emergency develops, and found that posts with updated information on employees and family members can easily use EMS. Thus, they don't have to set up an evacuation database in a crisis. For further information about EMS, contact HROverseasApps@state.gov.





Baby Boom at Mission Ecuador

At the U.S. Mission in Ecuador, 15 babies were born to employees' families in just over a year. Of the 13 boys and 2 girls born, one was born to a Foreign Service national family and the rest to families of Foreign Service officers.

Shown with Ambassador Linda Jewell, center in blazer, the infants are, from left,

Grant King, Aidan Madden, Lincoln Boyll, Johanna Miller, Timothy Sedaca, Dahlia Cohen, Jameson Black, Jack Carollo and Christian Antolinez. Not shown are Glen Marques, Noah Astorga, Noah Espinosa, Jonas Pillot, Benicio Lopez and Nicolas Sullivan.

Center's Reunion Fosters International Relationships

In April, the National Defense University's Near East South Asia Center for Strategic Studies hosted an alumni symposium in Greece to reunite participants from seminars dating back to the center's inception in 2000. The 36 officials from around the world who attended the three-day symposium shared insights on the region and its challenges and opportunities.

Participants came from Afghanistan, Bangladesh, Israel, Jordan, Lebanon, Maldives, Mauritania, Morocco, Nepal, Pakistan, Qatar, Saudi Arabia, Sri Lanka, Turkey, the United States and Yemen.

"The NESAC Center is ideal for Department officials with regional expertise to build rapport and gain insights from

military and civilian officials from throughout the region," said Political Officer Willeah Cato, who had participated in a NESAC Center seminar on Combating Terrorism and attended the the April symposium. "Formal discourse and casual engagement foster an environment of familiarity where open discussion and debate are encouraged."

The center promotes lifelong learning and the creation of relationships like those formed during orientation at the Foreign Service Institute. It hosts seminars and workshops for military and civilian representatives from nearly 30 countries across its region and the United States to explore strategic issues, strengthen national security-related



decisionmaking and develop international relationships. U.S. participation is open to officials from federal agencies and the military, subject to nomination by their agencies.

Information on programs is available online at www.ndu.edu/nesa. To enroll, contact Jacqueline Johnson in the Bureau of Human Resources at johnsonjs@state.gov.



Hamed Qadoum, right, receives a letter of appreciation and check from U.S. Ambassador to Jordan David Hale.

Jordanian's Injury in Baghdad Receives Recognition

Hamed Qadoum, a Jordanian employee of the Iraq Support Unit in

Amman, was recently injured in a mortar attack while serving in Baghdad as a driver. To show appreciation for his sacrifice, U.S. Ambassador to Jordan David Hale recently presented Qadoum with a letter of recognition for his dedication and a \$3,500 check from the Locally Employed Staff Emergency Relief Committee Fund.

Council of Ambassadors Honors Former Secretary

The Council of American Ambassadors presented its Benjamin Franklin Award for Outstanding Diplomatic Service to former Secretary of State James A. Baker III. Baker also served in other senior government positions, including as Secretary of the Treasury and on the Iraq Study Group.

Baker is the fifth recipient of the Benjamin Franklin Award for Outstanding Diplomatic Service. Previous recipients were President George H.W. Bush, Michael J. Mansfield, George McGovern and Robert D. Stuart, Jr.

The dinner where the award was given coincided with the 25th anniversary of the council's founding. The council held several other events to mark the anniversary, including a conference on the morning of May 6 featuring briefings by Deputy Secretary of State John D. Negroponte, Assistant Secretary of State for East Asian and Pacific Affairs Christopher R. Hill and Assistant Secretary of State for Western Hemisphere Affairs Thomas A. Shannon, Jr.

The Council also convened a reunion of the alumni of its international affairs Fellowship program, which operates in cooperation with the Department of State. The program incorporates high-level mentoring by former U.S. ambassadors, State Department internships and study at Georgetown University. The alumni met in May and established an alumni association to allow former fellows to network and share experiences in international affairs and diplomacy and remain actively involved in the council's work.



Presenting the award to Secretary James A. Baker III, center, are Ambassador Keith L. Brown, left, and Ambassador Bruce S. Gelb, president of the Council of American Ambassadors.



Office Managers Reunite in Athens

In April, eight of 11 office management specialists who graduated three years ago from the Foreign Service Institute's 83rd class of Foreign Service specialists gathered in Athens for their first reunion.

The group kept in touch via e-mail as its members experienced cancer, typhoid, unexpected deaths in their families and Hurricane Katrina. The bond they formed was more than collegial and prompted the reunion, said Russell H. Potter, OMS to the deputy chief of mission at the U.S. Embassy in Tel Aviv. Athens was chosen

because a colleague is posted there, and the warmer climate was a welcome change to those posted in colder climates, he added.

Since graduating, "We struggled to cope, and our bond allowed us to adapt and adjust to our new lifestyles," Potter said.

Shown above celebrating in Athens are, front row from left, Susan MacDonald, Kathy Stewart, Paula Costantino, Kim Magee and Russell Potter. In the back row from left are Janelle Walker, Rosemary Motisi and Sally Ritchie.

Automation Boosts Performance Review Efficiency

One year ago, the Executive Office of the Bureau of Human Resources automated the Foreign Service performance files used by the Department's Foreign Service promotion boards. The move brings the yearly selection boards closer to having paperless electronic boards, or eBoard, capability, as envisioned by HR/EX Information Management Division Director Pamela Bundy in 1999.

Since then, HR/EX/RIM has worked to record timely updates to electronic images of all active Foreign Service

employees' performance folders.

The effort began as a pilot program with the conversion of 700 Foreign Service performance records. Today, it is an intricate electronic workflow solution that is accessed by the electronic Official Personnel Folder application and the eBoard module. The eBoard module uses eOPF technology to allow authorized users, such as board members, to access and view folders identified for use by specific boards. It also allows members to simultaneously review the same employee's record, enabling more effi-



The eBoards team gathers in a conference room. They are, from left, Ray Wei, Pam Moore, Stephen Backmeyer, Rob Aruta, Kevin Phelps, Tewodros Makonnen and Stacey Mack.

cient reviews.

In 2007 alone, board members reviewed approximately 2,500 Senior Foreign Service candidates' folders and 8,000 generalist and specialist folders using the eBoard module. The eOPF application now also accommodates sessions of the Commissioning Board

and Tenure Board.

Electronic review of 800 tenure candidates' folders is possible through use of the eOPF Authorized User Console. What was once a folder-by-folder, manual check-in-check-out process is now a real-time, electronic, employee-folder review process.



Displaying the AFSA and FEEA checks are, from left, AFSA President John Naland, Zachary Green, Director General Harry K. Thomas, Milton Green and Robyn Kehoe.

AFSA Donates \$37,500 to Scholarship Fund

The American Foreign Service Association in June donated \$37,500 to a revitalized campaign to provide full funding of college expenses to seven children of U.S. government employees killed overseas by terrorists from 1998 to 2003.

The contribution was “a terrific start to the campaign,” said Robyn Kehoe, director of field operations for the Federal Employee Education & Assistance Fund, which administers the scholarship program and immediately matched the AFSA contribution, bringing the total donation to \$75,000. By summer’s end, she said, FEEA hopes to raise enough money to fund all of

the students’ college costs. The Diplomatic Scholarship Fund has \$325,000 but needs \$425,000 more and hopes to raise \$212,500 from Department employees or retirees.

Director General Harry K. Thomas Jr. accepted the two donations on behalf of the Department at an event in Main State near the plaque honoring Department employees who died in the line of duty. He was joined by Zachary Green, a high school senior whose mother was killed in the 2002 terrorist bombing of a church in Pakistan. His father, Milton Green, a branch chief in the Bureau of Information Resource Management, said he hopes Zachary will

chose Florida State, his alma mater—and where Zachary qualifies for in-state tuition. Zachary said he wants to become a sound engineer.

AFSA said it hopes active and retired Foreign Service employees, as well as foundations and foreign affairs-related groups, will contribute to the fund. Contributions are tax-deductible and are matched dollar-for-dollar by FEEA, said FEEA, adding that it hopes to extend the fund to cover the children of future U.S. diplomatic victims of terrorism. Information on how to donate is at www.feea.org or can be gained by calling FEEA at (303) 933-7580.

EMBASSY PROMOTES RESOURCE CENTER

To reach the young, high-tech crowd in cutting-edge Finland, the U.S. Embassy in Helsinki uses something called geocaching, a popular electronic treasure hunt in which participants use signals from the Global Positioning System satellites launched by the United States to help find geocache containers. There are more than 500,000 geocache containers worldwide and some 5,000 in Finland alone.

Embassy Helsinki’s economic section recently created a geocache in downtown Helsinki to encourage visits to the American Resource Center in the Finnish National Library. The geocache, named the Statue of Liberty in Helsinki, provides visitors with an information packet about GPS technology, emphasizing the U.S. investment in this free, real-time, worldwide navigation system. Visitors also learn about the ARC’s services.

Visitors say they like the geocache and many have expressed appreciation for having been directed to the ARC, the embassy said. One geocacher wrote a thank-you note on the embassy Web site, saying it had been his first visit to the library and had “left a very positive impression.”

With so many GPS devices in Finland, including many on mobile phones, geocaching connects with a tech-savvy public at no cost to the public diplomacy program. The geocache is at <http://finland.usembassy.gov/geocache.html>.



Glenn K. Lewis of the embassy, left, with a visitor to the geocache, Zach Hyatt, son of Deputy Chief of Mission Amy Hyatt.

Association Honors Public Diplomacy Achievers

The Public Diplomacy Alumni Association presented its 2008 awards for Achievement in Public Diplomacy in May. The recipients were Jonathan Henick, a public affairs officer in Baku, Azerbaijan; the Foreign Service National staff in Rangoon, Burma; and Nicholas Papp, the cultural affairs officer and American Center director in Taipei, Taiwan.

Henick was recognized for his efforts, commitment, courage and creativity in promoting and defending freedom of speech and independent journalism in Azerbaijan.

The Foreign Service national staff at the U.S. Embassy in Rangoon were honored for their perseverance in promoting democracy and human rights in Burma. Through exchange programs, the American Center library, English teaching, publications, donated book programs and media outreach, they implemented a broad range of public diplomacy tools and programs while operating in a challenging environment, PDAA said.

Papp received the award for initiative and creativity in revitalizing and modernizing the Department's EducationUSA program in Taiwan and extending its outreach to broader publics via new media and technologies.

The winners were chosen from among 17 nominations of Department of State Foreign and Civil Service employees worldwide. For a complete list of PDAA Alumni Association award winners since 1993, go to <http://www.publicdiplomacy.org/97.htm>

Formerly the U.S. Information Agency Alumni Association, PDAA is open to all former and current Department and USIA employees and seeks to foster understanding, recognition and support for public diplomacy through educational and social activities.



Jonathan Henick talks with members of the local media.



Ready for the race are, from left, John Riddle, Paula Riddle, Melissa Hess, Lisa Walkup (rear), Heather Wild (front) and Phil Shar.

YPro Team Races for Breast Cancer Cure

A team from YPro, the Department's employee-run professional networking organization, entered the June 7 National Race for the Cure, which drew 50,000 people to the National Mall and raised \$4.9 million to fight breast cancer.

Secretary of State Condoleezza Rice spoke at the opening event and introduced Ambassador Nancy Brinker, the founder of the event's sponsoring organization, the Susan G. Komen Foundation. The international community was represented by teams from more than 30 embassies, including those of Italy, England and Germany.

YPro's Young Professionals for the Cure team of 19 ranged in age from the teens to over 60 and represented several bureaus. Some Department participants also registered family members under the name of the team,

which raised \$1,095.

Several YPC team members ran the 5-kilometer course, despite temperatures in the low 90s, but most walked the route and enjoyed the company, costumes and camaraderie.

"As a breast cancer survivor, I was inspired to see my family and so many other people unified in support of finding a cure for breast cancer," said Mary Durante, a secretary in the Bureau of Overseas Buildings Operations.

Another participant, OBO project executive Lisa Walkup, said, "It was amazing to see so much solidarity, with everyone taking time to support breast cancer survivors, remember those whose lives were taken by breast cancer and raise money to fight this disease."

The YPro Jogging Group participates in several runs annually. To join, e-mail ypro@state.gov.

Washington, Embassies in Africa Remember 8/7/98

On August 7, the Department of State's headquarters and the U.S. missions in Kenya and Tanzania will honor those who were serving at the missions on that date in 1998, when terrorist bombings caused destruction and deaths.

Altogether, 202 Kenyans and 12 Americans lost their lives and thousands more were injured in the Nairobi attack, which killed 44 embassy employees. In Dar es Salaam, nine Tanzanians, one Kenyan and one Somali citizen were killed, and over 85 Tanzanians and Americans were injured. Twenty-four suspects were indicted in the bombings of one or both embassies, and 10 are still at large as the investigation continues.

The commemoration in Washington, D.C., will take place in the Harry S Truman Building's Dean Acheson auditorium at 10 a.m. and will include remarks by Secretary of State Condoleezza Rice and Jendayi Frazer, assistant secretary for African affairs. There will be an honor guard, invocation, and music, and reflections will be offered by a Foreign Service national and an American who served in Nairobi and Dar es Salaam at the time of the attacks. A wreath will be laid next to the plaque in the Harry S Truman Courtyard that lists the bombing victims.

Moment of Silence

In Kenya, a private ceremony for the mission community on the grounds of the embassy compound built in 2003 will commence with a moment of silence at 10:40 a.m.—the time of the bombing—and consist of remarks by Ambassador Michael Ranneberger and a representative of the Kenyan Foreign Service national survivors group. There will also be prayers and hymns led by interdenominational religious leaders, and testimonials from survivors and the victims' families.

All mission community members from the time are welcome to attend, including post leadership and those involved in the initial search, rescue and treatment phase in the wake of the attack. Guests will include representatives of the organizations, hospitals

and clinics that provided emergency relief and long-term rehabilitation assistance.

The nonprofit August 7th Memorial Trust, established to manage the park and memorial on the site of the former embassy building, will open the park August 7 to all who wish to pay their respects. More information is available at www.memorialparkkenya.org.

The U.S. government provided \$42,300,000 from 1998 through 2003 to assist the Nairobi victims, aid that included seed money to start businesses and pay for medical treatment, rehabilitation and reconstruction. Funds also went to the Dar es Salaam victims and to repair damaged buildings.

diplomatic colleagues and government officials who were instrumental in the rescue and relief efforts in the wake of the attacks. Donations will go to a local nongovernmental organization that provides support to victims' children and families.

Recollections Offered

The events of that tragic day are still vivid for Ambassador John E. Lange, who was chargé d'affaires in Dar es Salaam at the time of the bombing.

"The tragic events of August 7, 1998, stay with all of us who suffered through the East Africa embassy bombings," he said. "For the Tanzanians and Americans who were in Dar



Members of the Foreign Service who were in Dar es Salaam in 1998 plan to return to take part in the ceremony on the grounds of the mission. The post's planning committee, comprised primarily of blast survivors, designed a ceremony incorporating music, poetry and scripture. Muslim and Christian clergy will speak, and Ambassador Mark Green and the principal guests will lay a wreath at the memorial plaque and recognize the survivors with the planting of a tree as a living monument. At 10:39 a.m. local time, attendees will observe a minute of silence for the victims. A reception afterward will be held in the mission garden.

The committee has invited survivors, FSN and American employees, and expects attendees will include the Tanzanians,

es Salaam that day, a special bond has developed that strengthens us and, each August, unites us even though we now live in disparate parts of the world."

Ambassador Charles Stith arrived immediately after the bombing to become the new chief of mission at the U.S. Embassy in Dar es Salaam. He said the attack brings three things to mind.

"The first is the extent of the devastation, which was not clearly reflected in the news coverage, and the second is the outpouring of compassion and generosity by the Tanzanians at the official level and among the populace," he said. "The third thing is the courage and professionalism demonstrated by embassy personnel; they were a credit to the Department and our country."

Employees Hike to Health

During a 10-week test of endurance, 115 employees of the U.S. Embassy in Tbilisi, Georgia, competed in teams with names like the Turtles, Stompers, Enforcers, Galloping Guises and Parade of Parishes to complete a health initiative cosponsored by the post's community liaison office and health unit. The initiative began when the post surveyed its community and found a lot of interest and need for a sustained health promotion effort.

The centerpiece for this initiative was the Race to the Center of America, a virtual race starting at the State Department's front door and ending in Lebanon, Kan., the center of the United States. Participants used a pedometer daily and reported their weekly mileage to the CLO. Progress was tracked and posted weekly. Organizers had hoped for 25 participants, but enthusiasm grew when the post offered free pedometers to Foreign Service nationals, and it exploded when embassy leadership lent its support. The five-person teams, some allied with offices, included newcomers

to help them build new social circles.

At the Health Unit, participants developed individual programs tailored to their health promotion needs, such as blood pressure reduction, weight loss, smoking cessation and dietary changes to address metabolic syndrome. The embassy cafeteria offered healthy options to support the dietary changes.

A weight-loss program ran simultaneously, with a prize of \$2 per pound lost—and which stayed lost until the final weigh-in on May 16. The biggest loser was Nino Svanadze, who lost 20 pounds and won \$40. Employees shed a total of 89 pounds in 10 weeks.

In all, 55 people employees went the distance in 10 weeks. Two families competed as a team, and one family of eight used it in their home-schooling curriculum and made the West Coast their virtual goal. Teams had picnics and hikes on weekends to increase their mileage.

By the competition's end, employees had walked a total of 30,950 miles—more than one trip around the world.



Celebrating the race's finish with a cake are the cake's cutter, Alexander Amiranashvili, and to his left, Nino Svanadze. Others from left are Georgetta Carroll, Deputy Chief of Mission Mark Perry, Robert Ainslie, Eric Thornton, Scott Parrish, Bridget Brink and Laura Ainslie.

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Deadlines

The submission deadline for the October issue is August 15. The deadline for the November issue is September 15.



Quake Reaction

**BY YURIY FEDKIW,
WILL LAIDLAW,
WALTER ANDONOV
AND
RANDY TOWNSEND**

When a 7.9-magnitude earthquake struck Sichuan province, about 50 miles northwest of Chengdu on May 12, entire towns were devastated, tens of thousands killed and millions left homeless. At the U.S. Consulate General in Chengdu when the quake struck, frightened visa applicants and employees evacuated the building and were led to the nearest open area, and the consular section immediately began obtaining information on missing Americans. A flurry of activity began, as the consulate, the U.S. Embassy in Beijing and

the Directorate of Overseas Citizen Services in the Bureau of Consular Affairs began coordinating information and resources.

Chengdu's consular section, led by Tina Onufer and augmented by temporary duty officers from Beijing and volunteers from other sections, began locating missing Americans while maintaining normal operations. This made the consulate general one of few diplomatic posts in the region to continue noncrisis operations after the quake.

Americans Sought

With telephone service knocked out temporarily, the consulate's job was particularly difficult. The Consular Task Force database was updated, however, and a running count kept of missing Americans. Through this and an active dialog with local officials and other diplomatic missions,

many Americans were located.

To find others, the consulate dispatched teams into the devastated areas.

Dujiangyan, 30 miles from the epicenter, had numerous buildings destroyed, including a school where more than 1,000 staff and students died. Consular Officer Walter Andonov and Foreign Service

- 1.** This temple in Anxian County on the road to Beichuan was destroyed by falling boulders.
- 2.** A house shows the destruction found along the road to Beichuan.
- 3.** The officers from the consulate left water for residents of this village near Beichuan.
- 4.** A tent camp was established for refugees in Mianyang.



5



6



7



8

5. Rock slides inflicted widespread damage on the road to the earthquake's epicenter.

6. Consular officers Yuriy Fedkiw and Charles Jess inspected the damage at Duijiangyan's Zipingpu Dam, a concern for many local residents.

7. In Duijiangyan, Chengdu FSN Ren Jin Rong awaits instructions at a roadblock on the road to Wenchuan.

8. Consular officer Walter Andonov, left, discusses the situation with a teacher at the Guangya School in Duijiangyan.

national Ren Jin Rong traveled there May 16 to confirm the safety of Americans teaching at a different school.

This team, the first delegation to visit the school after the earthquake, found all Americans accounted for. Due to frequent aftershocks, school staff were sleeping outside in tents. The team then reported on the city's condition: widespread destruction and hundreds of collapsed buildings. But there were also well-organized relief teams clearing rubble, recovering bodies and setting up shelter and clinics.

On May 30, consular officers Yuriy Fedkiw, Charles Jess and FSN Yu Jun returned to Duijiangyan to check on the American teachers. All were well, though they remained concerned about damage to nearby dams and the risk of the "quake lakes" formed north of the city. The team inspected the Zipingpu Dam, a major source of concern for residents downstream, finding the damage less than reported earlier. They then headed north toward the epicenter in Wenchuan.

Landslides made the roads impassable, and the team was forced to drive around boulders the size of small houses and cross rivers on makeshift bridges.

Americans Found

On May 17, Fedkiw, consular officer Will Laidlaw and FSN Lin Lin headed northwest of Chengdu to reach out to Americans believed to be in heavily damaged Mianyang, where telephone service was disrupted. Using data from the American citizen services and CTF databases, the team had a list of five American citizens to find. They planned to use previously blocked roads to see how far they could drive toward other areas where the consulate still had more than 15 Americans unaccounted for.

In Mianyang, the team visited a refugee crisis center where military and civilian volunteers had processed 135,000 refugees and provided medical care and food.

As phone service returned to Mianyang, the team used data from the Americans'

PHOTOGRAPHS: (ABOVE, CLOCKWISE FROM TOP LEFT) YURIY FEDKIW; YU JUN, WALTER ANDONOV AND REN JIN RONG; (OPPOSITE PAGE) U.S. EMBASSY IN BEIJING

registrations to arrange meetings with them. All appreciated of the consulate's efforts. They were living in tents and were anxious about aftershocks.

Leaving Mianyang, the team saw buildings that had been flattened and burned, many people living in shelters and the People's Liberation Army moving tons of supplies and hundreds of soldiers into the narrow valleys of Beichuan. Soon, it became impossible to drive forward. High rock walls had collapsed, killing workers clearing a road the day before. Frequent aftershocks and rain made it inadvisable to continue.

Turning back, the team stopped for a break, and a woman approached to talk about her experience. She said her village was completely destroyed, and all of the residents were refugees. The consular officers followed her to her village, met with people there and left them a case of water and some money. The officers said that America, too, was very concerned and was joining the relief effort.

Phone Home

While the outreach trips were underway, consular staff led by Randy Townsend and Aaron Rupert pursued leads and responded to queries from the increasingly worried family and friends of Americans in the affected areas. Each day, more Americans were located. By May 21, there was only one person on the list of Americans located in the earthquake-damaged areas who hadn't been contacted by the consular teams. This American was finally located after a People's Liberation Army helicopter dropped a satellite phone into his village, and he made a short call to his family.

Sichuan Province suffered a major blow on May 12, and it will take years to rebuild the area's infrastructure and resettle the millions of displaced persons. While the emotional scars remain, recovery has begun. The staff in Chengdu, Guangzhou, Shanghai, Beijing and Washington are proud to have been part of this effort and to have worked to ensure that American citizens were accounted for and safe.

Yuriy Fedkiw is the deputy consular chief and Walter Andonov is a consular officer at the Consulate General in Chengdu. Will Laidlaw is the deputy consular manager in Guangzhou. Randy Townsend is the American citizens services chief at the U.S. Embassy in Beijing.



Embassy employees assemble relief kits for earthquake victims.

RELIEF KITS HELP QUAKE VICTIMS BY SUSAN STEVENSON

Although the earthquake occurred thousands of kilometers away from the U.S. Embassy in Beijing, staff members there strongly felt its impact. Employees working in high-rise buildings felt the ground sway and were immediately evacuated.

Many staff members also helped coordinate military shipments of relief supplies, monitor the environmental and economic impact and manage press calls about the situation on the ground. All mission staff were able to get involved through the efforts of the community liaison office, led by CLO coordinators Stephanie Yoder and Kathy DuBois.

When the CLO issued a notice urging embassy employees to donate emergency relief kits containing hand towels and personal hygiene items, American and Chinese staff rose to the challenge. On their lunch hours and after work, they purchased supplies and packed them into relief kits. The public affairs office's program room housed an assembly line, with boxes of supplies being carefully packed into individual bags. Each kit contained a card with the Chinese message, "All the best to people in the areas affected by the earthquake from your American and Chinese friends at the U.S. Embassy in China."

Embassy employees filled the CLO office to the ceiling with emergency kits. By the end of the week, the embassy community had donated more than \$28,800 in supplies, hundreds of packages of medication, crayons, gloves, diapers, formula, sanitary supplies, sleeping bags and tents—and assembled nearly 1,300 kits. The family and friends of Foreign Service officer Mark Evans donated a vanload of supplies and returned the next day with bags of donations.

Overwhelmed by the embassy's response, the CLO called in the Marine Security Detachment and other embassy colleagues to help load the supplies on May 25 to deliver to charities.

While our efforts pale in comparison to the brave men and women delivering supplies and sifting through the rubble in Sichuan, the embassy community felt proud of doing its part to assist those in need in China. ■

The author is a press officer at the U.S. Embassy in Beijing.



Donna M. Butler, of the Bureau of Near Eastern and South and Central Asian Affairs' Executive Office, rushed to the podium to congratulate nieces Nijai Ravenell-Butler, left, and Alexis Butler once they finished their newscasts at the Bureau of Public Affairs' event.

Early Recruiting

FUTURE DIPLOMATS FLOCK TO TAKE YOUR CHILD TO WORK DAY
BY ED WARNER



The sirens on diplomatic escort vehicles squawked, future newscasters did “stand-ups” before a television camera and Moors the Magnificent did magic tricks in the Bunche Library.

This and more was all part of Take Your Child to Work Day 2008. The Department celebrated the annual event April 24. Arguably the largest of any such day held by a federal agency, Child to Work 2008 included activities at several overseas posts and in Washington, D.C. Over the course of the day in Washington, employees' children built robots from recycled material in the Facilities Management Services conference room, were handcuffed by Bureau of Diplomatic Security agents in mock arrests near the C St., N.W., entrance to the Harry S Truman Building and toured the Embassy of Norway. They also saw Douglas Moors, a Bunche Library cataloging technician, magically turn a folded dollar bill into a piece of Ethiopian paper currency worth about 10 cents.

In the opening ceremony at Department headquarters, hundreds of attendees in the Dean Acheson Auditorium heard Under Secretary for Management Patrick Kennedy



The event lets children better appreciate the work of their parents, and their parents become better acquainted with their own agency.



Clockwise from left: DS Special Agent Jeff Dee, a desk officer in International Programs, shows attendees how to open a limo's especially heavy door. Public Affairs Officer Christian Hansson, right, greets children at the Norwegian Embassy. Corey Nightengale Jr., son of employee Corey Nightengale, examines the schedule of the day's activities. Under Secretary for Management Patrick Kennedy "swears in" children as temporary Department of State employees.

Children Gain Insight Into Embassy Operations

The U.S. Embassy in Port of Spain, Trinidad and Tobago, welcomed seven children of American and Foreign Service national employees April 25 for its Take Your Child to Work Day.

The childrens' parents work in the consular and political sections, legal attaché office and information programs center. They were greeted by Deputy Chief of Mission Len Kusnitz and given the opportunity to interview Ambassador Roy Austin about his job and background.

The day included lessons on intellectual property provided by Economic Officer Stephanie Hutchison and a news conference with Public Affairs Officer Michelle Jones. Attendees also got a look at embassy security, provided by the regional security office, military liaison office and

Marine security guards. There were also a visit from Trinidad and Tobago's drug-sniffing canine unit, mock visa interviews in the consular section and a discussion of hand-washing and first aid in the health unit.

At the day's end, the children helped compose a cable reporting on what they'd learned.

Marine Sgt. Dayana Hamel, right, leads children during an embassy lobby demonstration of how Marines count jumping jacks.



encourage children to see “what your parents do [at work] to make this a great country” and encouraged youngsters to think about diplomacy as a career. He said he hoped some attendees will grow up to become Department employees—and bring their children to Take Your Child to Work Day.

‘Best People’

Echoing this, Stephen R. Kelly, director of the Office of Career Development and Assignments, said, “We still need the best people in the State Department.”

Penny McMurtry, the Bureau of Human Resources program analyst who organized the event, said 398 employees enrolled 533 children in one or more of the activities, and many more registered on the day of the event.

The event “lets children better appreciate the work of their parents, and their parents

become better acquainted with their own agency,” she said.

Although many activities were pure fun, most focused on learning. For instance, the Bunche Library held an intellectual scavenger hunt in which the youths had to answer questions about seven African nations by visiting those nations’ information tables in the library. Their “tickets” to Africa also entered them in a raffle.

The activities were largely organized by each Department unit. For instance, the Office of Inspector General invited students to play a board game it created and which resembled Clue.

Armored Limo

DS had several activities, including one where youngsters climbed into a fully armored limo—after struggling to open its 300-pound door.

The Bureau of Public Affairs, meanwhile,

invited children to become newscasters in the Carl T. Rowan press briefing room. At the rostrum, attendee Matthew Chellaraj did his newscast on soccer, the sport he said he wants to play professionally when he grows up. He is the son of Rajkumar Chellaraj, assistant secretary for administration.

Another budding newscaster, Nijai Ravenell-Butler, 9, said her career dream is to work for the Department.

At the Norwegian Embassy, children saw a video on the land of the fjords and then were treated to soft drinks and pastries in the Ambassador’s residence. The ambassador himself, Wegger Chr. Strommen, gave them a tour of the elegant reception rooms—filled with Norwegian paintings and artifacts—where he hosts some 4,000 guests a year. ■

The author is deputy editor of State Magazine.

Grand Reception

ART, AMERICANA AND THE LORE OF THE NATION'S FOUNDERS **BY ED WARNER**



This circular niche over a Jefferson Room doorway reflects the third president's enthusiasm for Neoclassical design.

Walking the sometimes drab hallways of Main State, it's hard to imagine that one of the nation's finest collections of Early American art and furnishings, rooms decorated with real Revere silver and carved mahogany furniture, is just several stories above. The eighth floor's Diplomatic Reception Rooms contain the third or fourth best collection of Americana in the world, according to their curator. Best known to Department employees is the largest, the Benjamin Franklin Room, where public gatherings are often held.

For instance, Secretary of State Condoleezza Rice held her July 4 dinner for foreign ambassadors and their spouses there, giving attendees a front-row seat on the evening's fireworks.

But the Reception Rooms are far more than the Franklin Room and include several smaller private meeting rooms—one served by the Secretary's private elevator—and lounges adjoining the men's and women's rest rooms. Each has a special flair. The men's lounge has art of the American West, including a Remington bronze of a bucking horse and a pen-and-ink drawing of a steam locomotive arriving at an Indian camp. The



Jack Coopersmith and Esther Coopersmith discuss the painting “Franklin at the Court of France, 1778,” for which Mrs. Coopersmith donated the funds, with collections registrar Lynn Turner at right.

women’s lounge has Queen Anne furnishings from the 1740-1750s and four paintings by the American Impressionist Childe Hassam, who was active in the late 1800s.

Though the rooms resemble those of the great houses of Philadelphia or Virginia from 1740 to 1825, they in fact date only to 1961. Originally sparsely furnished, they were set on their way to becoming rich with Americana when then-Secretary of State Dean Rusk named them after Franklin and several early presidents: Thomas Jefferson, John Quincy Adams and James Monroe.

Visitors come to the Reception Rooms by invitation only, and many are foreign dignitaries, said Curator Marcee Craighill. She said the Rooms’ \$100 million collection of art and furnishings—all of it donated—presents some of the United States’ best qualities to foreign visitors. One painting of a Boston Harbor filled with sailing ships features, in the harbor’s corner, a puff of smoke rising from an early steam vessel—a mark of American innovation.

The Rooms recently held a reception honoring the donors who gave \$894,699 in 2007 and made possible some recent gifts in kind. These include:

- A Neoclassical-period card table chosen by a group of California donors.
- A ploughshare-shaped paperweight, one of several given by William Jennings Bryan, Secretary of State under Woodrow Wilson, to those signing treaties.
- A Paul Revere teapot purchased with funds raised by Friends of the Diplomatic Reception Rooms. The teapot was crafted in 1796 from a sheet of silver into a vessel having fluted sides.
- Several other silver items, including a pedestal-base water pitcher from the 1850s, a 1752 tankard, a silver mug from around 1710 and a rare “dish cross”—an X-shaped device to hold a serving



Left: Glen Mazingo, with his daughter Catherine Mazingo, is a California donor who provided funds for this Charles-Honoré Lannuier classical 1810 card table in the Ladies Lounge. **Above:** Joel Vernick, the Rooms’ longtime clock conservator, stands by the rare and important 1750 Goddard-Townsend grandfather clock whose works were made by the famous clockmaker William Claggett.



Lynn M. Turner, the Rooms' collections manager, left, meets with Curator Marcee Craighill.

may have sat in one of them. The adjoining room has James Monroe's portable liquor cabinet, a rectangular box bearing his name on the lid.

Another room calls to mind Francis Scott Key, author of the national anthem. A framed drawing on one wall shows the Baltimore-area fort where he saw the "rocket's red glare" during the War of 1812. A painting on another wall shows the Key homestead on the Potomac in the then-small city of Georgetown.

Among the silver items in another room's display case is James Monroe's coffee urn and a "wine cooler"—an urn that looks ready for ice and champagne—that Thomas Jefferson gave to diplomat Joel Barlow. As American consul in Algiers from 1795 to 1797, Barlow gained the release of American prisoners being held for ransom.

The Rooms also show how the early United States was already in tune with Asian style. China from the wedding of New York Governor DeWitt Clinton is decorated with pagodas and oriental motifs. It was "so exotic, so fashionable," Craighill said.

The one piece of furniture that may hold the best story of any in the Rooms' collection is a desk in the center of the Adams Room. On this desk in 1783, representatives from the United States and England signed the treaty ending the Revolutionary War.

The Rooms may seem old-fashioned, but they are thoroughly modern in how they are regularly used in diplomacy, particularly by the Secretary. At the donors' reception in April, she recalled how, just months before, she used the Rooms to host a reception for the Annapolis Peace Conference, which brought together the leader of the Palestinian Authority and the prime minister of Israel.

"And as I sat between them and they talked about their hopes for peace, I can tell you that it was a wonderful thing to be in these beautiful rooms," Secretary Rice said. ■

The author is deputy editor of State Magazine.

Donors Giving More Than \$10,000 in 2007 to the Diplomatic Reception Rooms

Mrs. Sandra Goerlich Alexander
(Goerlich Family Foundation)
Temperance, Mich.
\$10,160.00

The Honorable Leonore Annenberg
St. Davids, Pa.
\$20,000.00

Dr. and Mrs. Peter S. Bing
Los Angeles, Calif.
\$25,000.00

Mr. John J. Brogan
Palm Beach, Fla.
\$21,080.00

Otto M. Budig, Jr. and Melody Sawyer
Richardson
Cincinnati, Ohio
\$15,000.00

Sally Englehard Pingree
(The Charles Englehard Foundation)
New York, N.Y.
\$50,000.00

Monica and Herman Greenberg
(Monica and Herman Greenberg Foundation)
Washington, D.C.
\$31,500.00

Mr. and Mrs. Joseph H. Hennage
Williamsburg, Va.
\$10,500.00

The Honorable William H. Hernstadt and Mrs. Hernstadt
Singapore
\$84,048.71

John Jay Hopkins Foundation
(In honor of Gail Serfaty and Pat Heflin)
Manhattan Beach, Calif.
\$12,000.00

Mrs. D. Williams Parker
(Williams Family Foundation)
Thomasville, Ga.
\$15,000.00

Mr. A. Jerrold Perenchio
Los Angeles, Calif.
\$50,000.00

Mrs. Deen Day Sanders
Norcross, Ga.
\$15,000.00





Beijing 2008


Olympian Task

CONSULAR AFFAIRS AIDS SUMMER GAMES' ATHLETES AND ATTENDEES **BY COLLEEN B. FLOOD**

From August through September, more than 1,100 American athletes and coaches will travel to China for the XXIX Olympic Summer Games and the Paralympic Games. More than 10,500 athletes, 30,000 journalists and 1.5 million tourists are expected at 37 locations throughout China, including Hong Kong.

The athletes hope to bring home gold medals. The State Department, through the U.S. Mission in China and the Bureau of Consular Affairs' Directorate of Overseas Citizen Services, hopes to keep U.S. athletes and thousands of American visitors safe and secure.



Olympic Coordination office staff and family members with the USA Diving Team.



The Department began preparing for the world's largest international sporting event in 2001, when the International Olympic Committee announced that Beijing would host the 2008 Summer Games. OCS' planning and support to posts for the Olympics increased exponentially after the 9/11 attacks, beginning with the 2004 Summer Games in Athens. Since Athens, OCS has provided consular crisis management training and resources for other major events, such as the 2006 Winter Olympic Games in Turin, the 2006 World Cup in Germany and the 2007 Cricket World Cup in the West Indies.

Plan Early

The key to managing a major logistical operation such as the Olympic Games is to start planning early. Department employees in Washington and Beijing carefully studied the lessons learned by embassies involved in past Olympic Games. One obvious lesson was the need to create an Olympic Coordination Office early in the process. An OCO is an interagency working group responsible for U.S. government coordination with the U.S. Olympic Committee, American spectators, media, sponsors and VIP delegations.

Embassy Beijing's OCO for the 2008 Games, established in 2005, is an integral part of security planning. It focuses on security efforts in Beijing and works with the International Athletics Event Security Coordination Group, co-chaired in Washington by the Bureau of Diplomatic Security and the National Counterterrorism Center. Security experts from many agencies will be on 24-hour standby during the Olympics.

In addition to security issues, the U.S. Embassy in Beijing must handle increased numbers of tourists, official Americans and athletes, all seeking assistance in such emergencies as lost and stolen passports, illness, temporary destitution, crime, arrest or large-scale disasters. To handle this expanded responsibility, the Department has temporarily enhanced consular staffing at the embassy and increased training opportunities for all staff involved with the Olympics.

Embassy staff members have been taking online and classroom courses to prepare for all types of possible problems. A China-wide consular conference in February included Olympics planning (sponsored by OCS and the Foreign Service Institute). Several OCS officers traveled to Beijing in



Left: The U.S. Olympic team plays China during a test event in April at the new Beijing Olympic Basketball Gymnasium. **Below:** Exterior of the National Aquatics Center (Water Cube).



May to teach staff in China about crisis management and victim assistance. In a sad twist of fate, the Sichuan earthquake, which occurred during the training, provided a practical opportunity to use these crisis management and task-force skills. In addition, Washington consular personnel participated in a crisis-management exercise led by the Office of the Executive Secretariat and FSI that trained potential consular task force coordinators.

The Hurdles

Preparing for the Summer Games presented challenges, notably the lack of solid information from Chinese authorities on issues such as transportation. The 2008 Summer Olympics became a unique opportunity for the Department to work with a cross-section of Chinese individuals. U.S. officials worked with the Chinese government to ensure the Department's travel registration Web site (<https://travelregistration.state.gov>) was accessible within China. The Department also established contacts with the private organizations that will work

with American citizens during the Olympics, such as airlines and hospitals.

Although internal coordination, staffing and training are important, the Department and Mission China recognize that a vital aspect of serving Americans is providing them with accurate, accessible and user-friendly information as they prepare to travel to the Olympics and while they are in China. On the Web, the Department's Olympics 2008 Fact Sheet (http://travel.state.gov/travel/cis_pa_tw/cis/cis_1762.html) includes information on such topics as security, entry requirements and health issues. Embassy Beijing's 2008 Olympics information Web site (http://beijing.usembassy-china.org.cn/2008_index.html) has information on ticket sales, volunteers and visa requirements.

As the Summer Games approach, CA advises Americans planning to travel there to take advantage of this information and "know before you go." ■

The author is a citizens services specialist in the Bureau of Consular Affairs.



OCS' planning and support to posts for the Olympics increased exponentially after the 9/11 attacks, beginning with the 2004 Summer Games in Athens.



Going Green

MISSION JAKARTA
PROMOTES
ENVIRONMENTAL
STEWARDSHIP

**BY MACHUT SHISHAK
AND STAFFORD WARD**

When Indonesia's *Jurnal Nasional* recently reported that "the high fence of the U.S. Embassy no longer looked unapproachable," it was not referring to a change in the U.S. Embassy in Jakarta's security posture but to seven environmentally themed murals, displayed on the embassy's fence for Earth Day 2008. The murals, painted by 80 Indonesian schoolchildren, are full of images of Indonesia's biodiversity.

Under Ambassador Cameron R. Hume's leadership, the environment has gone from being a footnote in the Mission Strategic Plan to a top strategic objective. Earth Day was just one example of the interagency diplomatic strategy to strengthen and expand bilateral cooperation with Indonesia on the environment.

As part of this strategy, Mission Indonesia started a year-long "Go Green" campaign. Using monthly media events and news stories, the campaign highlights U.S. efforts to help Indonesia address environmental concerns. While news coverage of Earth Day focused on children's activities and the murals, articles also described the environmental programs that the U.S. supports in Indonesia.

Above: The environmentally themed murals are displayed on Embassy Jakarta's walls. **Right:** Ambassador Cameron Hume, middle left, in blue, stands with Medco Energy Chairman Arifin Panigoro, center; Conservation International-Indonesia Executive Director Jatna Supriatna; *New York Times* columnist Thomas Friedman, right, in white; and Conservation International's Glenn Prickett, far right, in North Sumatra.

Conservation Spotlight

According to Economic Officer Colette Marcellin, this focus continues the mission's efforts during December's United Nations Climate Change Conference in Bali.

"The conference allowed us to shine the conservation spotlight on Indonesia and cemented the mission's team approach," said Marcellin. "We spent long hours together preparing for briefings for our delegations. We also strategized and brainstormed about creative ideas for the year ahead."

Another conference highlight was a briefing by U.S. Agency for International

Development staff and Ambassador Hume of *New York Times* columnist Thomas Friedman. Friedman subsequently wrote three columns focusing on the environment and Indonesia, using much of the background information provided by the mission. A few months later, he traveled with members of the mission and saw on-the-ground efforts to protect Indonesia's forests and promote innovative approaches that involve the private sector. In his coming book, Friedman will spotlight Indonesia's environmental challenges and efforts to address them—another example of how the



PHOTOGRAPHS: U.S. EMBASSY IN JAKARTA



Dressed as "Mother Nature," ESTH Officer Colette Marcellin, right, face-paints an Indonesian student who helped paint the Earth Day murals.

mission is winning environmental allies.

The mission's primary activities with Indonesian environmental partners aim to increase access to clean water for the poor, protect tropical forests and orangutan habitat, and strengthen marine biodiversity conservation. These activities and the Go Green campaign build on the existing engagement with Indonesia.

"By highlighting existing programs and partnerships and creating special events and media outreach for them, Go Green gives the United States government credit for what we already do," said Public Diplomacy Officer Tristram Perry. The positive media coverage helped the mission attract allies to existing efforts and forged new partnerships with the government, nonprofits and the private sector.

All In

Every office at Mission Indonesia is involved in environmental activities. Under an agreement on illegal logging, the mission works with U.S. federal agencies, including the U.S. Trade Representative, Forest Service and Bureau of Immigration and Customs Enforcement to conduct training, exchange timber-trade data and

collaborate internationally. The embassy's criminal investigation training-assistance program, under the Department of Justice, provides the Indonesian Marine Police with the patrol boats that are making spectacular seizures of illegal timber and fish. It also provides training on enforcement against illegal logging.

USAID and the embassy's economic section are working with the U.S. Treasury, the Bureau of Oceans and International Environmental and Scientific Affairs, and Indonesian agencies to negotiate a \$20 million debt-for-nature swap, under the Tropical Forest Conservation Act.

At the community level, the post's management section started recycling and energy conservation programs that invest in energy-efficient lighting and appliances, solar-assisted water heaters and increased insulation in employee residences.

These efforts also address regional challenges. Because Indonesia is an important source of illicit sales of wild animals and animal parts, Mission Indonesia facilitates the training and awareness-raising done by the ASEAN-Wildlife Enforcement Network to combat wildlife crime. Together with neighboring embassies and

Washington, D.C., colleagues, the post supports the regional Heart of Borneo Initiative, which protects forest habitat in Borneo, and the regional Coral Triangle Initiative on threats to marine resources. Two arriving Science Fellows from the National Oceanic and Atmospheric Agency are scheduled to work on marine conservation and coastal community resilience programs.

"The Go Green campaign makes a powerful statement to the Indonesian people that we recognize the challenges Indonesia faces in managing its environmental resources," said Suzanne Billharz, USAID's water and environment specialist. "Their degradation will affect future generations, and we are working together to meet these challenges."

At every level, the mission is addressing environmental protection and climate change in Indonesia, working with other parties and leveraging existing resources to multiply the long-term impact. More information on these Go Green activities is on the Intranet <http://jakarta.state.gov>. ■

Machut Shishak is the environment officer and Stafford Ward is the assistant information officer at the U.S. Embassy in Jakarta.

Planting the Seeds

EARTH DAY IN MIDDLE EAST HAS YOUTH ORIENTATION **BY MANU BHALLA**

The U.S. Embassy in Amman, Jordan, and the Consulate General in Jeddah, Saudi Arabia, celebrated Earth Day 2008 in April with projects involving hundreds of children and representatives of nongovernmental organizations and the host nations' governments and royalty.

Aqaba Events

In the port city of Aqaba, Jordan, 200 miles south of the capital, the U.S. Embassy in Amman collaborated with a coalition including the Ministry of Environment, the Royal Marine Conservation Society and the Aqaba Special Economic Zone Authority in planning a dive and a beach clean-up that

involved embassy families and local schoolchildren. Jordan's southern shoreline is often littered with rubbish, from cigarette butts and plastic bags to diapers and charcoal, material that finds its way into the Red Sea. Some studies estimate that 80 percent of garbage found on the bed of the Red Sea comes from shoreline litter.

The event occurred in the Aqaba Marine Park, a protected area along Jordan's 27-kilometer coastline. The embassy's Regional Environment, Science, Technology and Health hub specialist, Rana Safadi, and U.S. Agency for International Development officer John Smith-Sreen led the planning, and USAID funded the T-shirts, hats,

gloves, water bottles and school bags provided to the children.

Participants included Princess Basma Ali, who chairs the Royal Marine Conservation Society, and Jordan's Minister of Environment, Khalid Irani, who participated in the dive. The Aqaba Environment Commissioner, Dr. Bilal Bashir, worked on the beach clean-up, as did 40 members of the embassy community. More than 200 local schoolchildren serenaded attendees and helped clean the beach. The divers recovered fishermen's nets, soda cans, plastic cups and bags—more than a half ton of garbage.

Helping in the beach clean-up effort are, from left, Pol-Econ Officer Kelly Cohun, Prince Saud bin Khalid Al-Faisal, a volunteer, Management Officer CB Toney, Management Assistant Elvie Reyes and other volunteers.



PHOTOGRAPHS: U.S. EMBASSY IN AMMAN



Top: Embassy Amman community members help clean up the beach. **Left:** The author, with volunteers from schools and the Saudi Environmental Society, prepares for the tree-planting at a public park in Jeddah. **Above:** USAID officer John Smith-Sreen presents the Earth Day poster to Princess Basma Ali.

Jeddah Events

In Jeddah, the Saudi Environmental Society and the Presidency of Meteorology and Environment organized three days of Earth Day activities in collaboration with the U.S. Consulate General in Jeddah. The activities included a poster, essay and art contest for students from local schools; a cultural show; and a presentation on mangrove preservation and biodiversity in Saudi Arabia. Consulate General Jeddah Economic Officer Kelly Cohun and Public Diplomacy Officers Diana Kramer and Gerry Kaufman helped turn out local students, judge the contests and award prizes on behalf of the consulate. Several hundred people attended the Earth Day opening event led by Prince Turki Bin Nasser, head of the Presidency of Meteorology and Environment.

The Saudi Environmental Society and the Presidency of Meteorology and Environment also launched a campaign to plant five million trees in Saudi Arabia. Consulate General Jeddah volunteers teamed up with local schoolboys at a public

park to plant saplings and palm trees, and helped schoolgirls and young women plant trees at a local nursery. Approximately 150 volunteers, including staff from the consulate general and students and faculty from the American International School in Jeddah, also helped plant nearly 1,000 mangrove plants and cleaned up a beach. Saudi Prince Saud bin Khalid Al-Faisal, an avid diver and environmentalist who hopes to pursue partnerships with the United States to preserve Red Sea coral reefs, also participated.

Separately, the private sector-led Jeddah Environmental Forum was attended by consulate general staff and the ESTH hub officer from the U.S. Embassy in Amman, Jordan. It featured discussions on regional environmental issues and opportunities, and several Saudi women spoke about their growing engagement on environmental issues. One speaker said environmental awareness in the Middle East is low, but young people present an opportunity to promote behavior changes through

outreach. Another speaker cited the World Bank's estimate of a \$100 billion market for environmental services in the Arab world over the next 10 years and suggested that "dot.com" could be replaced by "dot.green."

With limited funding, but lots of enthusiasm, the U.S. government leveraged its participation in Earth Day through coalitions with governments, academia, and civil society in both Jordan and Saudi Arabia. These events, though modest, portend well for the environment and science diplomacy. The Middle East is an ocean of youth with about half of its 300 million people below the age of 20. In Saudi Arabia alone, half the population is below the age of 16. Engaging youth on activities such as Earth Day promotes their inclination to care about the environment and creates opportunities for the United States to build cultural bridges. ■

The author is the regional environment, science, technology and health hub officer at the U.S. Embassy in Amman.

Cups and Keynotes

AWARDS AND SPEECHES HIGHLIGHT
FOREIGN AFFAIRS DAY **BY BILL PALMER**

“Welcome home.”

With those words, Director General Harry K. Thomas greeted some 500 retirees and guests who returned to the Department May 2 for Foreign Affairs Day.

As usual, attendees heard from several Department leaders about Iraq, the changing face of diplomacy and the Department’s future. Also as usual, they asked tough questions and showed their appreciation for the continuing work of Department employees to advance American interests and promote peace and freedom in the world.

“I believe we’re on the cusp of significant expansion at the State Department,” said keynote speaker Deputy Secretary John Negroponte. “Your work and dedication to our country laid the foundation upon which we now build.”

He said the future of the Foreign Service is bright: “I believe the recruitment effort we have begun will be continued and expanded by the next Administration,” he said, noting that the Foreign Service test remains merit-based and as demanding as ever. He described the changing international order and the new threats facing the world.

“What hasn’t changed is the skill, willingness and dedication of our diplomats to do whatever it takes to adapt, evolve and rise to any challenge.”

More of them than ever are serving in hardship posts, he said, unaccompanied by their families, “staffing provincial reconstruction teams far beyond the walls of our embassies.” Yet the Foreign Service attrition rate of

about 5 percent is among the lowest in the federal government, he said. He noted that Civil Service personnel are serving abroad more often and in increasingly consequential positions.

Under Secretary for Management Patrick Kennedy said the 2008 Congressional appropriation for the Department was less than the President’s request, and large exchange-rate losses have only exacerbated the budget situation. But he described the 2009 budget request as much more robust. It would fund 1,095 new positions, in addition to several hundred more for security and consular affairs.

“In the meantime,” he said, “we are practicing triage,” filling the most important positions while letting others go vacant.

Bureau of Near Eastern Affairs Deputy Assistant Secretary Lawrence Butler talked about the civilian surge that has accompanied the military surge in Iraq, including the expansion from 10 provincial reconstruction teams to 31—all but three led by Foreign Service officers. The PRTs and embassy positions in Baghdad are filled.

“We really have no problem filling every position in Iraq,” he said.

Daniel O’Donohue, president of Diplomatic and Consular Officers, Retired, presented DACOR’s Foreign Service Cup to Joseph Melrose for his outstanding contributions to foreign policy during and after his Foreign Service career. “He has a long history of leadership in disaster situations,” O’Donohue said, citing Melrose’s work



Above: Gordon Murchie, a retired Foreign Service officer and president of a Virginia winegrowers association, donated the wine the past three years for the Foreign Affairs Day luncheon.

Right: William Pope, left, who retired as principal deputy coordinator for counterterrorism in 2005 and is now the Department’s Senior Advisor for Fellows, confers with retired Ambassador Walter Stadler, president of the National Defense University Foundation.





Top: Brian Googins winters in Thailand, where he served two tours, but made it back in time for Foreign Affairs Day. He retired in 2003. Nadia Tongour, who retired recently, is teaching literacy and English as a second language. **Above:** Stan Riveles and Joann Jenkins hadn't seen each other in years until Foreign Affairs Day. They were classmates at the National War College in 1984-85. Riveles, who retired in 2006, worked on nuclear arms control negotiations. Jenkins, who retired in 2000, spent lots of time in Africa. **Below:** Joseph H. Melrose Jr., left, receives the DACOR Cup from Ambassador Daniel O'Donahue, president of the Diplomatic and Consular Officers, Retired, which awards the cup annually on Foreign Affairs Day.



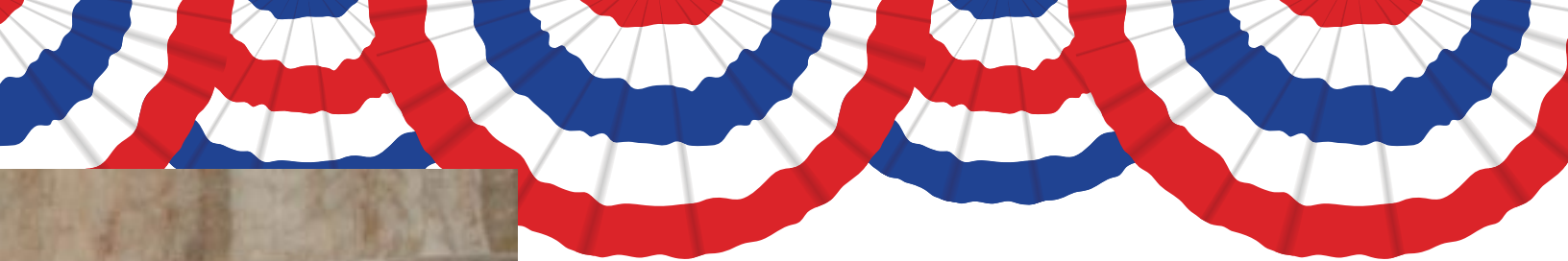


Right: Attendees, including survivors and friends of those who died in the line of duty, listen as Deputy Secretary of State John Negroponte Jr. speaks in honor of the two diplomats whose names were added to the memorial plaque at his right. Standing, center, is AFSA President John Naland. **Above:** J. Stapleton Roy, former ambassador to China, speaks on U.S. policy regarding that nation at the luncheon gathering on Foreign Affairs Day. **Below:** Director General Harry K. Thomas displays an oversize example of the new badge to be provided to retirees.



Left: Deputy Secretary of State John Negroponte Jr., right, makes a point during his keynote speech. **Right:** Harry K. Thomas awards the Director General's Cup for the Civil Service to Patricia A. Popovich. **Far right:** Harry K. Thomas awards the Director General's Cup for the Foreign Service to James T. L. Dandridge II.





in Pakistan, Beirut, Nairobi and Sierra Leone. He said Melrose, who is diplomat in residence and professor of international relations at Ursinus College in Pennsylvania, is active in academia and in humanitarian activities in places such as Iraq and Africa. Accepting the award, Melrose provided a hopeful sign for Foreign Service recruitment, noting that he has observed a steady increase in student interest in international relations.

The American Foreign Service Association's memorial plaque ceremony marked the plaque's 75th anniversary. It was unveiled in 1933 by Secretary of State Henry Stimson, said AFSA president John Naland. Naland, and Deputy Secretary Negroponte paid tribute to two more Foreign Service employees killed in the line of duty, bringing the total on the plaque to 227.

Steven Thomas Stefani IV, a U.S. Forest Service employee on voluntary assignment with a PRT in Afghanistan, was killed in an explosion Oct. 4 in Ghazni Province. He was 28. "Tom was known for his fairness, integrity and effectiveness," Negroponte said. "His generous spirit will continue to touch Afghan lives." He said Tom's mother, Barbara, has collected donations of playground equipment to realize her son's dream: to build playgrounds for the children he saw playing in the streets there.

John M. Granville, a democracy and governance officer with the U.S. Agency for International Development, was killed in Khartoum, Sudan, on Jan. 1 along with his driver when their vehicle was fired upon as they were returning from an official reception. He was 33. Negroponte described him as "a kind, generous spirit." He quoted a Cameroonian friend of Granville's who said, "He always placed himself in the shoes of the people he worked and lived with. He tried to see the world through our eyes."

In late morning, attendees picked from a menu of regional and functional seminars featuring assistant secretaries or their deputies. Some attended a panel discussion on "The New Generation of FSOs and their Perspective on the Foreign Service."

At the luncheon in the Benjamin Franklin Room, Director General Thomas presented the Director General's Cup for

the Civil Service to Patricia Popovich and the Cup for the Foreign Service to James Dandridge.

Popovich, who is now a senior executive in the private sector, served variously as executive director for the Bureau of Diplomatic Security, the Department's Civil Service ombudsman and deputy chief information officer for management and customer service in the Bureau of Information Resource Management. Thomas described her as "a remarkable leader, innovator, boss and friend."

Dandridge, a retired U.S. Information Agency Senior Foreign Service officer, has dedicated himself to a series of "successor generation" initiatives to guide young people toward studies in international relations and careers in the Foreign Service. He has also promoted efforts to digitize foreign affairs oral histories and place them online at the Library of Congress. Thomas called him "a mix of decency, grace, wisdom and tenacity."

The luncheon remarks were delivered by Stapleton Roy, who was ambassador to Singapore, China and Indonesia during his 45-year State career and is now vice chairman of Kissinger Associates.

His topic, "The Rise of China and U.S. Foreign Policy," dealt with a world where the United States is the sole superpower and China has risen rapidly to global power and influence. He said a booming China is an exciting market for U.S. goods and services. The country's affluent middle class—educated, entrepreneurial and outward-looking—is a building block toward a more representative form of government.

But, he warned, if the United States or other countries feel threatened by China, our actions could create conflict. "We can't think seriously about China without thinking seriously about ourselves," he said, adding that constraints on our power are in our own interest.

Bureau of Human Resources Special Events Coordinator Chryss Hernandez led the team of 46 volunteers who kept Foreign Affairs Day on schedule and running smoothly. ■

The author is a writer/editor with State Magazine.



post of the month



PORT MORESBY

Links Forged in War
Strengthen in Peacetime

By Tom Weinz

*Shout our name from the mountains to the seas
Papua New Guinea;
We are independent and we're free
Papua New Guinea.*

This chorus from Papua New Guinea's national anthem suggests the vastness and pride of this fascinating land, which occupies the eastern half of the second largest island in the world. PNG has mountains towering nearly 15,000 feet, jungles that rival the Amazon and pristine coral reefs with some of the best scuba diving, snorkeling and deep-sea fishing in the world.

Nearly 1,000 tribes speak more than 850 separate languages, making PNG the most linguistically and culturally diverse country in the world. Dozens of tribes gather at "sing sing" festivals throughout the year to sing, dance and display spectacular dress, fashioned from exotic plants, shells and bird-of-paradise feathers.

The name of the capital, Port Moresby, symbolizes the colonial arrogance that accorded naming rights to the "discoverers," in this case British naval captain John Moresby. Far more melodious are the names of local villages such as Hanuabada, Napa Napa and Tatana.

America's historical association with PNP and the other countries under the U.S. Embassy in Port Moresby's umbrella—Solomon Islands and Vanuatu—essentially began with World War II. Guadalcanal, the principal island in the Solomon Islands, was the site of a protracted battle that many consider the turning point of World War II in the Pacific. More than 7,000 Americans and 25,000 Japanese died in that campaign. A young GI and aspiring writer named James Michener served in Vanuatu and wrote a Pulitzer Prize-winning novel, *Tales of the South Pacific*, set during the war years on this tropical archipelago.

During a period of major budget cuts early in the 1990s, the U.S. government reduced its presence and influence in the vast Pacific region but has recently begun to reengage. Assistant Secretary for East Asian and Pacific Affairs Christopher Hill declared 2007 the "Year of the Pacific." The U.S. Embassy in Port Moresby is leading a resurgence in U.S. commitment and involvement in the three countries within its responsibility. The embassy completed extensive renovations to its employee townhouse development in 2007 and recently signed an agreement that will lead to the purchase of land for a new embassy compound, with construction scheduled to begin by 2010.

The Mission Strategic Plan emphasizes democracy and good governance, global health, regional security and humanitarian and disaster assistance.

PAPUA NEW GUINEA

Australia granted PNG its independence in 1975. Although PNG's birth as an independent nation was peaceful, the years since have not been without pain, upheaval, corruption, crime and the expected agonies of building a democratic nation. But in many ways, the current status of PNG borders on miraculous, given the challenges of creating a modern nation out of nearly a thousand tribes, many still isolated in some of the wildest, least accessible locations in the world.

Americans have been favorably viewed in PNG since World War II, when General Douglas MacArthur set up his headquarters in Port Moresby as part of the effort to stop Japanese expansion and protect Australia from invasion. Though Australian troops did most of the fighting in the vicious Kokoda Trail Campaign of 1942-43, many American pilots were lost. Two thousand soldiers and airmen are still missing in PNG and Solomon Islands.

The embassy has coordinated efforts over the past 30 years between local officials and the U.S. Joint Prisoner of War–Missing in Action Accounting Command, which annually visits sites around the country, working with villagers to identify WWII crash locations, then excavating promising sites to find and repatriate the remains of missing airmen.



PHOTOGRAPHS: (CLOCKWISE FROM TOP) SUSAN TURNER; REINE WIENZ; CHRIS BARTLETT; AND REINE WIENZ



Clockwise from above: Mud-coated bodies and large masks are distinctive of the Asaro Mud Men of PNG's Eastern Highlands province. Fishermen row their canoes off Nuakata Island, Milne Bay, Papua New Guinea. Ambassador Leslie Rowe and Chief Charley Manua return a turtle to the ocean at a Peace Corps project on the island of Pele, Vanuatu. A World War II Japanese Zero fighter lies in Kimbe Bay, New Ireland Island.

Many local people played significant roles in the war. Solomon Islander Eroni “Aaron” Kimana rescued a young Navy lieutenant, John F. Kennedy, whose PT boat had been cut in half by a Japanese destroyer. A group of PNG stretcher-bearers became known by Australian troops as the “Fuzzy Wuzzy Angels” because of their expansive hair and willingness to carry badly wounded soldiers for miles along the notorious Kokoda Trail, with its mountains, valleys, swamps, heat and malaria. Both Australia and the United States owe particular debts of gratitude to these people and their descendents.

In a different kind of battle, the embassy is now combating HIV/AIDS in the region. That effort will be expanded under the Global Fund to also fight endemic malaria, tuberculosis and gender-based violence. The U.S. Agency for International Development and the Centers for Disease Control and Prevention sent an evaluation team to PNG in 2007, resulting in a 700-percent increase in U.S. funds to battle HIV/AIDS, a total of \$7.5 million over the next three years.

The embassy has a serious commitment to the 2,200 Americans in its area of influence, which covers thousands of square miles, much of it water. The consular officer is in regular contact with American citizen wardens and travels at least quarterly to Honiara, Solomon Islands, and Port Vila, Vanuatu. Many of the American citizens in the area are involved in humanitarian work, including 100 Peace Corps volunteers in Vanuatu. Dozens of American environmentalists, from such groups as the World Wildlife Fund and Nature Conservancy, manage conservation projects, funded by the U.S. government and private donors, to save PNG’s rich forests and marine life.

The embassy works closely with the U.S. Pacific Command, headquartered in Honolulu, particularly on humanitarian and disaster assistance. PACOM has chosen PNG for its last three Pacific Partnership missions, during which it supplied a ship and several hundred medical, dental, community health and engineering professionals. In early 2007, PACOM sent the USNS *Stockham* with its two helicopters to assist two Solomon Islands provinces hard-hit by an

earthquake and tsunami. Later in 2007, the embassy teamed with the USS *Peleliu* to bring badly needed medical, dental, humanitarian and engineering projects to PNG and Solomon Islands. Advance teams from the Navy hospital ship USNS *Mercy* are working with the embassy on a program in Port Moresby and an engineering project in Oro Province, which was devastated in 2007 by Cyclone Guba. Navy Seabees will build two medical clinics and a high school classroom building in Popondetta, the region’s capital.

SOLOMON ISLANDS

Visitors to Honiara, the capital of Solomon Islands, are inevitably impressed with the peaceful, well-kept American memorial park, which sits high on Skyline Ridge overlooking Iron Bottom Sound—named for the many ships lying there following fierce naval battles in 1942. Hundreds of U.S. veterans returned to Solomon Islands, which has a land area slightly smaller than Maryland, in 1992 to celebrate the 50th anniversary of the landing of the Marines on Guadalcanal. Despite their advancing age, some made the trip again in 2007 for Guadalcanal Day, made festive by a Marine Band and the U.S. Coast Guard cutter *Walnut*.

American Consular Agent Keithie Saunders, daughter of a U.S. Army medic who served in the battle of Guadalcanal and settled there after the war, has spent most of her life in Honiara. A new consular office opened in 2006, providing a more pleasant setting to provide consular assistance to American residents and tourists.

VANUATU

Vanuatu, a Y-shaped group of 80 islands formerly known as the New Hebrides, is the only Pacific island nation to qualify for a U.S. Millennium Challenge Corporation grant. In Vanuatu, which is slightly larger than Connecticut, MCC will invest \$65 million in infrastructure projects, notably a major ring road around the principal island of Efate, which will replace the road built by the U.S. military during the 1940s.

The Peace Corps in Vanuatu has two projects: the Strengthening Human Resources through Education Project and the Resource Stewardship, Enterprise Promotion, Agriculture and Community Health Project. Their components include education, agro-enterprise, natural resource management, community health and institutional-capacity building.

The Peace Corps program has grown over the past seven years to more than 100 volunteers in 2007, making it the largest Peace Corps program in the Pacific. Most volunteers are assigned to work with rural communities and schools on 27 different islands. A number of volunteers work at the national level with governmental and nongovernmental partners.

Though the “Year of the Pacific” has ended, American diplomats are reconnecting with friends and allies in the region and building strong ties for future diplomatic and economic partnerships. ■

The author is deputy chief of mission at the U.S. Embassy in Port Moresby.





Clockwise from left: The Ambassador's residence offers a splendid view of Port Moresby's Fairfax Harbor. Smoke puffs out of the Tavurvur volcano in Rabaul. Secretary of the Navy Donald Winter presents a U.S. flag to Eroni "Aaron" Kimana, one of the rescuers of John F. Kennedy, aboard the USS *Peleliu* in the Solomon Sea.



At a Glance



Country Papua New Guinea

Capital Port Moresby

Total area 462,840 sq km

Approximate size Slightly larger than California

Government type Constitutional parliamentary democracy

Independence September 16, 1975

Population 5.9 million

Languages Melanesian Pidgin, English, plus more than 820 indigenous languages

Currency Kina (PGK)

Import commodities Machinery, transport equipment, manufactured goods, food and fuels

Export commodities Oil, gold, copper ore, logs and palm oil

Internet country code .pg



Joanne Cummings, far left, makes a point as, from Cumming's left, Dinara Jackson, Shuckran Kamal, Jane Bush and Eric Lob listen.

Chat Room

CONVERSATION GROUP SHARPENS ARABIC SKILLS **BY ERIC LOB**

In a typical workplace cafeteria, co-workers talk about the usual: family, politics, the economy, and leisure activities. During the conversation, they passionately express their views with hand gestures and laughter.

At the State Department, the Arabic Discussion Group offers employees an opportunity for such discussions—in Arabic.

The ADG was founded in April 2007 with the support of the Office of Language Services to help employees maintain and enhance their Arabic speaking and listening skills in a dynamic, unrestricted environment. Today, the ADG, which meets weekly, has about 45 participants—about a dozen per session—actively practicing Arabic in an intimate atmosphere.

“It is always a challenge to maintain language skills without constant practice,” said Seth Schleicher, an ADG regular who is a desk

officer in the Office of Iraq Political-Military Affairs in the Bureau of Near Eastern Affairs. “The formation of an Arabic discussion group was a godsend.”

Start With Words

Each ADG session begins with a review and discussion of a selected passage of Arabic writing. The passages tend to be newspaper articles, literary excerpts, poetic verses and even proverbs, which are used in daily conversation and are critical to understanding the Arab world's culture. After the initial reading, the conversation naturally flows into wide-ranging discussions on a variety of topics, from serious political and socio-economic issues, including human rights in the Middle East and the policies of the Organization of Petroleum Exporting Countries, to lighter cultural subjects, such as the growing popularity of the Facebook Web site and the widespread trend of smoking “shisha and nargileh” (a water pipe with fruit-flavored tobacco) in the Arab world.

Whatever the focus of the conversation, the most important benefit is practicing a difficult, sometimes intimidating language in a casual, friendly, relaxed environment. Some participants, like Schleicher, choose to attend the ADG as much for the social aspects as the linguistic ones.

“I look forward to these Wednesday lunch breaks and the congenial, colorful group of colleagues sharing an interest in such a challenging language,” he said.

Although the ADG is designed for individuals with an Arabic-language speaking proficiency of three or above on the Interagency Language Roundtable scale, members’

Whatever the focus of the conversation, the most important benefit is practicing a difficult, sometimes intimidating language in a casual, friendly, relaxed environment.

language abilities fall across the spectrum. Some engage in conversation to avoid losing their native tongue, while others participate to maintain and expand their vocabulary. The group also attracts beginners who want to hone their listening skills and focus on language acquisition. Members who cannot attend a session often read the articles and study the vocabulary on their own. The ADG encourages Department employees of all levels to participate.

Many Subjects

“ADG’s advantage stems from the variety of subjects we can choose and the freedom of the level of participation, because you can talk as much as you want or you can just

listen,” said Dinara Jackson, a secretary in the Bureau of Intelligence and Research. “My Arabic has improved a lot over the past year, and the native speakers help me choose the right word or phrase so that I can better express myself.”

ADG participants are as diverse professionally as they are linguistically. They perform different functions in a variety of Department offices. The group fosters personal and professional relationships, collaboration and cooperation between disparate offices, leading to a sort of cross-pollination. For instance, one member said that during a meeting with the Bureau of Democracy, Human Rights and Labor, he was pleasantly surprised to find an ADG

colleague sitting across from him.

“We were able to accomplish much more because we had already established a rapport,” he said.

The ADG meets on Wednesdays between 12 noon and 1 p.m., and its location alternates between the State Annex-1 and Main State cafeterias. For more information, contact Shuckran Kamal in the Office of Language Services at 202-261-8760 or e-mail her at KamalSA@state.gov. ■

The author is an Arabic translator with the Office of Language Services. This story is dedicated to Julia Segall, the Arabic translator who started the ADG and who passed away in November.



ADG members meet in the Main State cafeteria for a weekly discussion.



Members of SPP's executive team confer over a report. They are, from left Thea C. Bruhn, Melinda Crowley, Sid Kaplan, Alethea Gordon, Elizabeth Sines and Kevin Covert.

Plan on It

OFFICE AIMS
TO BOOST
DEPARTMENT
EFFECTIVENESS

**BY
VIRAJITA DAVID
AND
REAZ MEHDI**

Very few in the Department of State take the time to ask: Where are we going? How are we getting there? What resources will we need over the long term? How will we know if we are on the right track?

However, these questions are critical to the future of the Department and are the foundation for the activities of the Office of Strategic and Performance Planning in the Bureau of Resource Management.

SPP's Deputy Assistant Secretary Sid Kaplan says developing a strong, performance-based culture is critical to strengthening the Department.

Under his leadership, SPP ensures that the Department is constantly improving program effectiveness by conducting program assessments, making performance relevant in budget requests and defining strategic goals for worldwide diplomatic programs. Its goal is to link the Department's policy objectives, program results with required resources.

Before Congress passed the Government Performance and Results Act of 1993, planning in Washington and at overseas missions was largely ad hoc. The best ambassadors improvised and used their own

version of today's Mission Strategic Plan, which enables the interagency country team to set strategic priorities, establish performance indicators and request necessary resources. Other important elements of the current planning process in addition to the MSP are the Bureau Strategic Plan, Program Assessment Rating Tool and Senior Policy, Performance and Resource Reviews. SPP makes performance planning part of the foreign policy process through such vehicles as the Performance Planning System, Project Horizon and the Program Evaluation Initiative.

Office

SPP also reports performance data to the Office of Management and Budget and the Congress as part of the Congressional Budget Justification and through the Department's annual Highlights Report.

Management Culture

Kaplan wants to make strategic and performance planning integral to the Department's management culture, and he views SPP as the prime mover in this effort. Since many former SPP employees have stayed in strategic and performance planning, they now apply their knowledge in other bureaus and overseas missions. SPP's goal of improving program outcomes and gaining a robust, well-justified resource base for the Department is a reason it collaborates with bureau planners to support collection and analysis of performance data.

The value of SPP, explained former SPP staff member Jody Buckneberg, a foreign affairs officer and bureau planning coordinator in the Bureau of European and Eurasian Affairs, is that, "By challenging and improving the justifications, performance targets and results reported in each area of the Department, we can help increase understanding—inside and outside of the Department—of how to best achieve our goals."

The team leader for the Performance Planning System, Melinda Crowley, said it is "the next generation of one-stop-shop performance management and links strategy to resources to results." She said the Department has focused PPS strictly on managing for excellence and accountability.

An example of innovative strategic planning is SPP's Project Horizon, led by Rudolph Lohmeyer III. In congressional

testimony, Secretary of State Condoleezza Rice said the Department is "collaborating closely with the Department of Defense on Project Horizon, an innovative alternative-futures project that has convened 13 agencies to explore ways to improve long-term, whole-of-

government strategic planning."

Project Horizon allows government organizations to test strategies using a range of alternative-future scenarios, detailed descriptions of operating environments that an organization might face 5 to 25 years in the future and which require planning. After determining what works best across the range of scenarios, an organization can begin making changes to best position it for the future.

The same SPP team that works on Project Horizon also supported the work of the State 2025 Working Group of the Secretary's Advisory Committee on Transformational Diplomacy. The committee offers strategies to strengthen the Department's diplomatic power to respond to and prevent international conflict. SPP anticipates that the long-term operating environment will be radically different, demanding a better-resourced and more strategically focused Department.

Office name

Strategic and Performance Planning

Symbol

RM/SPP

Office director

Deputy Assistant Secretary Sid Kaplan

Staff size

21

Office location

HST 3800

Web site

<http://spp.rm.state.gov>

Members of SPP's Evaluation Initiative Stephanie Cabell and Brett Hamsick meet in her office.





SPP planners take a moment during a meeting. In the back row, they are, from left, Jim Core, Bill Salisbury, Jason Wall and Virajita David. In front, they are from left, Brian Levis, Melinda Crowley and Yaropolk Kulchyskyj.

Knowledge Power

Knowing what works and what doesn't is critical to effective strategic planning and performance management. Kaplan said one of his strategies for improving effectiveness is to enhance the Department's ability to conduct high-quality program evaluations. SPP has worked closely with the Office of the Director of U.S. Foreign Assistance; the Office of State Programs, Operations and Budget; and bureau planners to find ways SPP can help. The effort focuses on creating a central resource bureaus can tap for evaluation expertise. In addition, SPP works through OMB's Performance Improvement Council to keep the Department responsive to

OMB's policy and guidance on conducting rigorous program evaluations.

By establishing evaluation as a management best practice, the Department can retain institutional knowledge about programs and empower managers to make better decisions. SPP is building the case for evaluations through seminars, collaborations and use of Diplopedia. Finding effective strategies and building institutional knowledge of what works is crucial to improving the effectiveness of diplomacy.

SPP also facilitates the Department's progress on the Performance Improvement Initiative of the President's Management Agenda. Kaplan, the Department's Performance

Improvement Officer, ensures implementation and institutionalization of program performance initiatives. Using the Program Assessment Rating Tool, SPP coordinates the assessment Department programs. Since 2002, OMB and SPP have assessed more than 50 Department programs. Of all Cabinet-level agencies, the Department has the highest percentage of programs rated Effective by the PART analysis.

Team-building

Team-building is an SPP strength. The office recruits widely to build a team with varied backgrounds and a mix of Civil Service and Foreign Service employees. For instance, Office Director Kevin Covert has years

of experience as a private consultant and had long-term overseas assignments with USAID. Senior Performance Management Analyst Melinda Crowley has experience in academia, including a Ph.D. in anthropology. Among the senior consultants, retired Foreign Service Officers Jay Dehmow and Al Fairchild have extensive field experience; both served as deputy chief of mission.

SPP also understands the value of team-building outside the office. On every first Friday of the month, its staff gets together for a brown bag lunch. The office also has informal happy hours, an annual offsite strategic planning retreat and a summertime outing to a Washington Nationals game.



As it nears its sixth year, SPP has become the Department's cornerstone for results-based management and program performance improvement. The office innovates and streamlines processes to serve field- and Washington-based principals and strengthen mechanisms to measure progress toward foreign policy goals. As challenges to America's foreign policy mount in the coming years, SPP will help the Department make the best possible case to OMB and Congress that funds for the Department of State programs will be money wisely invested. ■

Virajita David is a project assistant in the Office of Strategic and Performance Planning. Reaz Mehdi was a project assistant in that office.

Above: From left, senior consultant Jay Dehmlow, Virajita David and Albert Fairchild hold a discussion in an SPP hallway. **Below:** From left, Victor Sims, Peter Gosselin and Lela Prophet examine a matter shown on Sims' computer screen.





After Hours

Members of the sled and standup teams from Walter Reed hospital gather for a photo.



Opening Doors

DEPARTMENT OFFICIAL COACHES HOCKEY TEAM OF INJURED VETS

BY JASON H. GREER AND ED WARNER

This summer, David Lucia, director of the Office of International Security Operations and the Senior Military Representative to the State Department, has been spending some time on ice—not to beat the heat but to help some 30 wounded U.S. military veterans recover by playing hockey.

Lucia, a former University of Notre Dame hockey player, said he discovered how much hockey can help those with

disabilities after helping establish a hockey team for his son and other special-needs children. The team, whose players range in age from 5 to 19, has won recent awards from Maryland's governor and its local member of Congress.

Now, Lucia is the volunteer coach of a hockey team made up of veterans undergoing rehabilitation at Walter Reed Army Medical Center.

Before Lucia got a team started, he said his son found closed doors when he wanted to play hockey. When Lucia learned about the wounded vets, he said he realized, "I don't want the doors closed for them."

The team plays and practices at an ice hockey clinic sponsored by the Disabled Section of USA Hockey, the national governing body for ice hockey. The clinic, organized in May, has been meeting twice a



Above: Colonel Lucia is also an F-16 pilot. **Left:** Joe Bowser, left, and teammate Andrew Hill show their prowess on the ice.

month since at The Gardens Ice House in Laurel, Md., where it receives free ice time. The players receive free jerseys and equipment from USA Hockey.

Standup Guys

The team Lucia coaches has such significant mobility limitations that its members play on sleds, which they move across the ice using two small hockey sticks with picks on each end. He also assists the clinic's "standup" team, whose members have less significant limitations. The participating soldiers and Marines have differing levels of

hockey experience; some played in high school and college, and others are hitting their first slap shot.

Like Lucia, Joe Bowser grew up playing hockey. He recalls skating on frozen lakes near his home in Holland, Ohio, and skating for his high school hockey team in its first year of existence. But, while serving as an Army sergeant first class in Balad, Iraq, an enemy rocket's explosion damaged his right leg so badly it had to be removed below the knee.

Nonetheless, Bowser today is back on the ice, thanks to a prosthetic leg and his involvement in one of the teams Lucia assists, the standup group. He is also now a member of the U.S. Amputee Hockey Team, which this spring went to Boston for the Disabled Hockey Festival, an international competition. The team won a silver medal.

Bowser said others at Walter Reed have lost limbs and believe their hockey days have ended. "The biggest thing is to show these guys they can get back on the ice," he said. Now retired from the military, Bowser is a staff assistant to the Secretary of the Army and works on the Wounded Warrior Program.

Giving Back

For Lucia, the experience of coaching wounded warriors allows him to give something back to a sport that helped

him. "Growing up, hockey opened a lot of doors for me that otherwise would have been closed," including providing him with a scholarship to Notre Dame, he said. There, he played alongside Dave Poulin, who later captained the Washington Capitals hockey team.

Coaching special hockey, he said, is "more about understanding each player individually, their unique needs and capabilities, and not actually coaching hockey." Giving the wounded a goal can help their physical recoveries, he said.

The vets he works with inspire him. He said, "They are very positive and upbeat; they forget about all the things that have taken place—none are bitter."

For those who ask why young people should lose an arm or a leg in wartime and not be rewarded with a miraculous recovery, Lucia has this insight: "The miracle happens after people encounter these things" and how they respond, he said.

An Air Force Colonel, Lucia is the principal point of contact between the Department and DOD on operational military matters. ■

Jason Greer is director of the Office of Congressional and Public Affairs in the Bureau of Political-Military Affairs. Ed Warner is deputy editor of State Magazine.

Attrition Projections

ONE-THIRD ELIGIBLE FOR RETIREMENT IN FIVE YEARS

BY PAMELA PARKER

As with many other federal agencies, the Department of State faces a potential wave of retirements in coming years due to the aging of the Baby Boomers. Between fiscal 2007 and fiscal 2011, the Department expects approximately 5,600 Civil Service and Foreign Service employees will depart. Approximately 60 percent will leave due to retirements. Presently, close to 17 percent of the Department's career workforce is eligible to retire. In five years, that number will increase to 33 percent of current employees, and in 10 years almost half of the current workforce will be retirement eligible.

The situation is not as dire as these statistics appear to indicate, however. The Department has the lowest attrition rate among the foreign affairs agencies and one of the lowest rates government-wide, as shown in Table 1.

Many factors affect attrition. An important factor is that the Foreign Service is a closed up-or-out system. Some employees must separate for others to move up the ladder. A small number of Foreign Service officers separate after not being tenured. They also leave for personal reasons or are selected out during the promotion process. Approximately 84 percent of Foreign Service generalists remain through retirement. In contrast, about 60 percent of Civil Service employees leave due to nonretirement reasons, such as resignation, termination or transfer to other agencies.

Employees of the Department are generally happy with their jobs. One nonprofit organization that ranks the best places to work in the federal government found in 2007 that the Department ranks 6th in the Best Places to Work index, up from 10th in 2005. The Department's 2007 Quality of Work Life Survey also showed high job satisfaction. Overall, 88 percent of all employees said they liked the work they do, and 82 percent felt that their work gave them a feeling of personal accomplishment.

Foreign Service Generalist Attrition

The Foreign Service generalist average attrition rate for fiscal 2003 through fiscal 2007 was 4.2 percent, but the 2007 rate was slightly above the five-year average, at 4.5 percent, as shown in Table 2. Attrition-rate calculations are based on employee populations at the beginning of each fiscal year, and the projections assume that the employee base will remain constant during the projection period.

Over the next five years, the generalist attrition rate is projected to increase slightly to an average of 4.8 percent. Average Senior Foreign

Table 1: Attrition Rates for Selected Government Agencies

Agency	Rate
Department of Justice	6.24%
Department of State	6.70%
Government Printing Office	8.36%
Department of Defense	17.05%
Department of Interior	20.99%
Department of Agriculture	25.08%

Source: Office of Personnel Management

Table 2: Foreign Service Generalist Attrition Fiscal 2003-2007

	2003	2004	2005	2006	2007	2007-2011 Average (Projected)
Entry-Level Officer	1.8%	1.7%	1.7%	2.6%	2.2%	1.6%
Mid-Level Officer	4.0%	3.6%	4.2%	4.3%	4.5%	4.2%
Senior Foreign Service	6.8%	8.9%	11.1%	11.2%	9.8%	14.0%

Source: Office of Personnel Management

**Table 3: Foreign Service Specialist
Average Attrition Rates**

	Previous 5-Year Average	2007-2011 5-Year Average Projection	Historical Pct Due to Retirement
Construction Engineer	4.9%	2.6%	65%
Diplomatic Courier	6.9%	3.4%	71%
English Language Programs	7.3%	4.0%	89%
Facilities Manager	6.2%	5.3%	78%
Finance	5.0%	5.3%	97%
General Services Officer	5.3%	5.6%	86%
Health Practitioner	4.6%	2.4%	47%
Human Resources	5.1%	6.1%	84%
Information Management	3.8%	3.4%	59%
Information Resources	6.3%	13.3%	100%
Information Technician	4.0%	1.0%	70%
Information Technical Managers	6.9%	10.2%	98%
Medical Officers	4.6%	2.2%	80%
Medical Technician	4.0%	9.1%	<1%
Office Management Specialist	6.3%	5.8%	85%
Printing	16.2%	0	*
Psychiatrist	8.2%	6.3%	33%
Security Engineer	4.9%	5.1%	52%
Security Officer	4.1%	4.5%	47%
Security Technicians	2.0%	4.4%	11%
Total	5.0%	5.0%	—
* Printing had two losses in the past five years, one for retirement.			

Service generalist attrition is projected to increase to 14 percent, from 9.6 percent, due to the demographic and time-in-class profile of the current senior population. Mid- and entry level attrition is expected to remain low and close to historical averages.

Foreign Service Specialist Attrition

Overall, 16 percent of Foreign Service specialists are now eligible to retire, and 35 percent will be eligible to retire within five years. Specialist groups in which 25 percent or more are eligible to retire include financial management officers, human resource officers, information technology managers and security technicians. The annual Foreign Service specialist attrition rate is stable, averaging about 5 percent over the past five years and 5.1 percent in fiscal 2007. Despite higher than average attrition projected for some occupations, the overall rate is projected to average about 5 percent over the next five years, as shown in Table 3.

Specialist attrition levels can vary greatly by occupation, as can retirement rates. For example, over the past five years 97 percent of all financial management specialist attrition has been due to retirement, but only 47 percent of security officers who left the Foreign Service retired.

Attrition rates also fluctuate annually in many occupations due to the small size of some skill groups. For instance, financial management specialist attrition is expected to increase slightly over the next five years to 5.3 percent from an average of 5 percent from fiscal 2003 through 2007, human resource specialist attrition will increase during the same period from 5.1 to 6.1 percent and general services officer attrition will increase slightly from 5.3 to 5.6 percent. In these occupations, the overwhelming majority of attrition has been due to retirement. Sixty-one percent of human resource specialists, 51 percent of all financial management specialists and 46 percent of the general services officers will be eligible for retirement within five years.

Attrition within the two largest security skill groups is expected to increase slightly over the next five years. Average security officer attrition will increase from 4.1 percent to 4.5 percent over the period, and security engineer attrition will increase from 4.9 to 5.1 percent. Historically about half of the attrition in these skill groups has been due to retirements. Thirty-two percent of all security engineers and 20 percent of security officers are either eligible or will become eligible for retirement during the next five years.

The highest attrition rate within the information management skill group has been and is projected to remain in the information technical management skill group. Their overall attrition rate is expected to rise from 6.9 percent to 10.2 percent over the next

Table 4: Civil Service Attrition

Occupation Series	Previous 5-Year Average	2007-2011 5-Year Average Projection	Projected Rate Due to Retirement
0510 Accounting*	10.7%	12.4%	34%
0201 Personnel Management*	10.4%	9.4%	27%
0132 Intelligence*	10.0%	10.4%	34%
1102 Contract Procurement	9.2%	9.7%	18%
0343 Management Analysis*	8.1%	8.3%	32%
1035 Public Affairs*	8.1%	8.1%	32%
0080 Security Administration*	7.9%	9.5%	28%
0342 Office Service Managerial Supervisor	7.6%	8.3%	13%
0130 Foreign Affairs*	7.6%	7.9%	23%
0303 Misc. Clerical Assistant	7.5%	9.2%	16%
0801 General Engineering	7.0%	8.2%	21%
0560 Budget Administration	6.9%	7.5%	14%
0905 General Attorney*	6.6%	8.9%	35%
0301 Misc. Mgmt and Program Administration	6.5%	8.0%	19%
0318 Secretary	6.4%	8.2%	45%
0340 Program Management	6.4%	4.6%	21%
0501 General Accounting Clerk*	5.2%	6.3%	39%
0967 Passport, Visa Examiner*	5.2%	6.0%	22%
2210 Information Technician Mgmt*	5.1%	5.6%	30%
1001 General Arts and Information	2.7%	5.6%	24%
CS Attrition (includes series not shown above)	7.2%	8.1%	—
* Mission-critical occupations			

five years. This group arises from merging the information management and information technician occupations at the FP02 and above levels. The group also has the largest percentage of retirements among the information management occupations.

Attrition for the information management group will decrease slightly over the next five years to 3.4 percent from the fiscal 2003 through 2007 average of 3.8 percent. The information management technician skill group's attrition will decrease significantly over the next five years to 1 percent from the previous five-year average of 4 percent. Historically, 70 percent of information management technician attrition and 59 percent of information management attrition has been due to retirement. Information technical management attrition will rise from 6.9 to 10.2 percent over the next five years, 98 percent of it due to retirement.

The attrition rate for office management specialists was relatively constant over recent years and will likely remain stable. Average attrition rates will decrease slightly for the next five years, to 5.8 percent from 6.3 percent, the rate of the previous five years. Eighty-five percent of this group's attrition is retirement-related.

Civil Service Attrition

The Department's attrition for its 20 largest Civil Service occupations (Table 4) will account for 75 percent of all Civil Service attrition over the next five years. Between fiscal 2007 and fiscal 2011, average attrition will increase to 8.1 percent, compared to the previous five-year average of 7.2 percent. Several factors are to blame, including a rising number of employees being eligible to retire.

Having the right number of people is only one component of maintaining a quality workforce. For instance, mission-critical occupations warrant special focus in workforce planning because they are critical to the success of the Department. The Department lists all Foreign Service skills and 11 Civil Service occupations as mission-critical occupations. The Civil Service MCOs with the greatest projected attrition increases over the next five years are general attorney, accounting, security administration and general accounting clerk. The Department makes a focused effort to fill its MCOs, and staffing gaps there remain relatively low.

The Department is proactive in managing the increase in projected losses and uses simulations of Civil Service attrition based on software that calculates attrition, flow-through and other factors. Hiring for new positions and for attrition-replacement will require the Department to add more than 8,000 new employees over the next five years, mostly to replace attrition. ■

The author is a management analyst in the Bureau of Human Resources.



Ballroom Dancers Get Audience On Its Feet

By John Bentel

The State of the Arts Cultural Series and the Foreign Affairs Recreation Association recently presented a classical pianist, classical guitarist, jazz ensemble and ballroom dancers.

The classical pianist, Dr. Robert Snyder, is chairman of the Department of Pathology at Holy Cross Hospital, Silver Spring, Md. He presented a varied program of compositions by Johannes Brahms, Sergei Rachmaninoff and Ernst von Dohnanyi. His formidable technique and keen insight earned him a standing ovation.

Ballroom dancers Don Beedie and Danielle Areco gave a seamless and entertaining

performance which belied the difficulty of waltz, rumba and salsa. They even let members of the audience have a "Dancing with the Stars" moment, guiding them with all the right movements.

William Feasley, the first classical guitarist to be awarded the Peabody Conservatory's coveted Artist Diploma, maintains an active international touring schedule. His playing revealed many vivid colors during his "French Perspective" program featuring French composers from the 1700s through the 1900s. A delighted audience rewarded him with resounding applause.

Blues Alley Jazz sponsored a special performance as part of The Big Band Jam!, a program to educate people about America's unique jazz heritage. This show featured The George Washington University's Jazz Ensemble, a dynamic group of talented youths under the direction of James Levine that had the

audience moving along with their beat. ■

The author is a computer specialist in the Executive Secretariat.

Coming Events

August 13

Piano Prodigies

August 20

Antonio Adams,
dramatic tenor

September 17

Third Annual
Talent Show

Performances are on Wednesdays at 12:30 p.m.
in the Dean Acheson Auditorium





U.S. Ambassador to Finland

Barbara McConnell Barrett of Arizona, a lawyer and business executive, is the new U.S. Ambassador to the Republic of Finland. She has been chairman of the U.S. Advisory Commission on Public Diplomacy, president of the International Women's Forum, president and chief executive officer of the American Management Association, founding chairman of Valley Bank of Arizona, a Republican candidate for governor of Arizona and deputy administrator of the Federal Aviation Administration. She is married.



U.S. Ambassador to Kazakhstan

Richard E. Hoagland of the District of Columbia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Kazakhstan. Previously, he was chargé d'affaires in Turkmenistan and before that ambassador to Tajikistan. He also served as director of the Office of Caucasus and Central Asian Affairs. His other overseas postings include Russia, Uzbekistan and Pakistan, where he worked with the Afghan Resistance during the Soviet-Afghan War.



Under Secretary for Political Affairs

William J. Burns of the District of Columbia, a career member of the Senior Foreign Service, class of Career Ambassador, is the new Under Secretary for Political Affairs. Previously, he was ambassador to the Russian Federation. Before that, he was assistant secretary for Near Eastern Affairs. He has also served as ambassador to Jordan, acting director of the Policy Planning Staff and senior director for Near East and South Asian Affairs at the National Security Council. He is married and has two daughters.



Assistant Secretary for Consular Affairs

Janice L. Jacobs of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new Assistant Secretary for Consular Affairs. Previously, she was principal deputy assistant secretary. Before that, she was ambassador to Senegal and Guinea-Bissau. She has also served as deputy assistant secretary for Visa Services and deputy chief of mission in Santo Domingo.



U.S. Ambassador to the Asia-Pacific Economic Cooperation Forum

Patricia M. Haslach of Oregon, a career member of the Senior Foreign Service, class of Minister-Counselor, was accorded the rank of Ambassador during her service as U.S. senior coordinator for Asia-Pacific Economic Cooperation. Previously, she was ambassador to Laos. Before that, she was director of the Office for Afghanistan. Her other overseas postings include Islamabad, New Delhi, U.S. Mission to the European Union, Lagos and Jakarta. She is married to Foreign Service officer David Herbert. They have two daughters.



U.S. Ambassador to Honduras

Hugo Llorens of Florida, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Honduras. Previously, he served as deputy chief of mission in Madrid and before that as DCM in Buenos Aires. He was also director of Andean Affairs at the National Security Council. His other overseas postings include Vancouver, Tegucigalpa, La Paz, Asunción, San Salvador and Manila. He is married and has two sons.

Appointments



U.S. Ambassador to Mali

Gillian Arlette Milovanovic of Pennsylvania, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Mali. Previously, she was ambassador to Macedonia. She has served as deputy chief of mission in Pretoria, Stockholm and Gaborone. Her other overseas postings include Sydney, Paris, Cape Town and Brussels. She is married and has two daughters.



U.S. Ambassador to Brunei Darussalam

William Edward Todd of Virginia, a career member of the Senior Executive Service, is the new U.S. Ambassador to Brunei Darussalam. Previously, he was Acting Inspector General of the Department. He has served as principal deputy assistant secretary in the Bureau of International Narcotics and Law Enforcement Affairs, in other senior Department positions, and with the Department of Transportation and the U.S. and Foreign Commercial Service in the Department of Commerce.

retirements

FOREIGN SERVICE

Adams, Shirley Ann	LeCroy, Jessica
Akahloun, Eleanor L.	Meeker, Patricia A.
Allison III, Henry J.	Moran, Roger J.
Ames, Susanne	Nava, Hector
Armbruster, William	Norris, Jane S.
Aronis, Barbara A.	Queen, David A.
Barber, Yvonne A.	Papendick, Josefina L.
Basso, James H.	Picardy, John C.
Bishop, Allen Rufus	Potter, Sara Ellen
Bochantin, Dennis W.	Provencal, Stephen P.
Casey, Rosemary B.	Seidenstricker, Michael W.
Cushman, Dan M.	Severns, Dennis L.
Doherty, Paul Martin	Siasoco, Edwin Villanueva
Donnelly, Shaun Edward	Skodon, Emil M.
Engle, Gregory W.	Thiele, Tracy K.
Hamilton, Gayle Carter	Trogdon, Alan K.
Harty, Maura A.	Wahba, Marcelle M.
Hayes Jr., Joseph J.	Wanner, Marilyn M.
Hirakawa, Marlene S.	Weber, Janet M.
Jennens, Julie Ann	Weisberg, Robert
Johnson, Patricia White	Wood, Wanda L.
Junge, Gloria J.	Yoas, Nancy J.

CIVIL SERVICE

Callahan, June E.	Neerman, Margaret A.
Cassidy, Patrick M.	Nist, Sally J.
Fox, Lisa Parson	Platte, Edward H.
Hotchner, John M.	Reddon, Bessie E.
Kidd, Jeannette R.	Richmond, Glenda A.
Lewis, Colleen E.	Rowley, Iris E.
Light, Carol J.	Snyder, Gloria Ann
Locksley, Michael A.	Spangler, Greg Keith
Mahley, Donald A.	Sucheck, Caroline A.
Martin, Dennis	Taylor, Anthony H.
Martin, Richard C.	Thomas, Barbara J.
Moon, Linda A.	Thounhurst, Deborah L.
Neely, Mildred	



Raymond J. Alvarez, 78, a retired Foreign Service officer, died April 23 of a stroke. He lived in Hanover, Pa., and served in the Army before joining the Department in 1962. His overseas postings included Sweden, Haiti, Brazil, the

Dominican Republic and Germany. After retiring in 1986, he lived for 19 years in Germany, where he taught for the University of Maryland. He enjoyed classical music and reading.

Lucius D. "Luke" Battle, 89, a retired Foreign Service officer, died May 13 from pneumonia and complications of Parkinson's disease in Washington, D.C. He was special assistant to Secretary Dean Acheson, assistant secretary for Education and Culture, ambassador to Egypt and assistant secretary for Near Eastern and South Asian Affairs. His other overseas postings included Copenhagen and Paris. After leaving the Foreign Service, he was president of Bacon House Foundation and the Middle East Institute.



Cynthia Eagles Hodgson, former wife of Foreign Service officer Robin Porter, died May 6 in Cornwall, Vt. She accompanied her husband on overseas postings to Manila, Port-au-Prince, Garmisch-Partenkirchen, Moscow and Kyiv, where she helped establish the first U.S. consular presence in Ukraine. She taught overseas and also worked for the Family Liaison Office. She was a docent for the National Zoo and volunteered for Head Start in Washington, D.C.



Jean M. Holmes, 83, a retired Foreign Service employee, died June 27 of cancer. Her overseas assignments included Kathmandu, Sierra Leone, Geneva and Barcelona. She retired in 1975 to Atlantic Beach, Fla., and continued to travel to

places such as Australia, Alaska and China.



James Patrick Kelley, 80, a retired Foreign Service officer, died May 1 in Austin, Texas, after a long illness. He served in the Navy before joining the Department. His overseas postings included Rome, Karachi, Nairobi, Prague, Cairo, Oslo, Athens, Mexico, Bonn, Tokyo and Vienna. He retired in 1990 to Ft. Lauderdale, Fla., where he enjoyed the beach, and

later moved to Austin.



Martha Searcy Kelley, 84, wife of retired Foreign Service officer William Kelley, died May 31 in Bethesda, Md. She accompanied her husband to postings in Paris, Kobe, Tokyo, Nicosia, London, Jidda, Rangoon and Hong Kong.

They retired in 1977 to the Shenandoah Valley of Virginia, where they lived for 20 years before moving to Bethesda. She enjoyed foreign cuisines and languages and was accomplished in haute cuisine.



Yvonne Ona Olson, 81, wife of retired Foreign Service officer Robert Olson, died Feb. 29 in Seeley, Wisc. She accompanied her husband on overseas postings to Benghazi, Libya, Beirut, Paris, Rome and Ottawa. After retiring in 1976, they lived in Oxford, England, and Wisconsin. She volunteered at a hospital and a library and enjoyed birds, wildlife and gardens.



Arthur Clarence Plambeck, a retired Foreign Service officer, died Sept. 8, 2007, in Hillsborough, N.C. He was in the Army Air Corps during World War II and joined the Department in the early 1950s. He served in Kuala Lumpur, Mexico City, Monterey,

Panama City, Lima, Buenos Aires, Lagos, Brasilia and Bahrain. He retired in 1975 and settled in Hillsborough, where he enjoyed playing tennis and bridge.



Eddie W. Schodt, 93, a retired Foreign Service officer, died May 26 in Charlottesville, Va. He served in the Army during World War II and joined the Department in 1946 as an intelligence analyst. He entered the Foreign Service in

1954 and served overseas in Norway, Australia, Japan, Okinawa and Thailand. After retiring in 1974, he directed the overseas campuses of the U.S. International University in France and England, and taught international relations at Warren Wilson College in North Carolina.

Bernard "Buck" Shinkman, 64, a retired Foreign Service officer, died May 5 in Bethesda, Md. He served with the Army in Vietnam. During his 26 years with the U.S. Information Agency and the Department, he served in London, Ottawa, Belgrade, Davao and Accra. After retiring in 2004, he worked part-time as a public diplomacy advisor in the Office of eDiplomacy.

Warren A. Silver, 93, a retired Foreign Service officer, died Feb. 26 after a short illness in Deltona, Fla. He served with the Army during World War II. After retiring, he wrote a historical novel, *The Green Rose*.

Mildred I. Szojak, 87, a retired Foreign Service secretary, died May 11 in Stow, Ohio. She served in the Women's Army Auxiliary Corps and Army Air Corps during World War II and joined the Department in the early 1950s. She served with the Department and the U.S. Information Agency in Hangzhou, Saigon, Jakarta, Vientiane, Dhaka, Ankara, Bangkok, Kuala Lumpur, Karachi and Beijing. She retired in 1980.

Richard David Vine, 82, a retired Foreign Service officer, died May 14 after a short illness in Chesterton, Md. He was ambassador to Switzerland and also served overseas in Germany, Israel, France and Belgium. He was director-general of the Paris-based Atlantic Institute for International Affairs before retiring to Maryland. He enjoyed gardening, bridge and bird-watching, and bred exotic birds. He edited several books on foreign affairs and was a member of the Council on Foreign Relations.

Games Plan



Every four years, like clockwork, thousands of athletes and millions of tourists gather in a host nation to celebrate the Olympic ideal. In 2008, more than 1,100 American athletes and coaches, along with thousands of fellow citizens, will travel to China for the Summer Games and the Paralympic Games of the XXIX Olympiad. While the athletes hope to bring home medals, the Department's Bureau of Consular Affairs and its Directorate of Overseas Citizen Services have been

working overtime to keep U.S. athletes and citizens safe and secure.

Preparation for the 2008 Games began in 2001, with Consular Affairs working closely with the U.S. Embassy in Beijing to plan the necessary security measures. As the Games swiftly approached, the Department increased consular staffing at the embassy to handle the expanded responsibilities. The results of all that behind-the-scenes preparation will be on display this month.

While Mission China was focused on the upcoming Games, on May 12 Mother Nature intervened with a major 7.9-magnitude earthquake centered in Sichuan province. Without a blink, the U.S. Consulate General in Chengdu, the U.S. Embassy in Beijing and the Directorate of Overseas Citizens Services began coordinating information and resources to locate missing American citizens while maintaining normal operations. By May 21, Mission China accounted for all but one of the American citizens known to be in the earthquake-damaged area, and he was found within days.

The generation of Americans known as Baby Boomers seems to attract more attention than it might actually warrant, but the inescapable fact is that Boomers make up a

large part of the Department's work force. When a significant portion of any agency's work force nears retirement, human resource specialists tend to take notice. Currently, almost 17 percent of the Department's work force is eligible to retire; that number will jump to 33 percent within the next five years and to almost 50 percent within the next 10 years.

However, the Department has the lowest attrition rate among all government Foreign Affairs agencies and one of the lowest government-wide rates. According to a 2007 Quality of Work Life Survey, 88 percent of all employees like their jobs and 82 percent feel their work gives them a feeling of personal accomplishment.

Last but not least, a final salute to our colleagues en route to their final posting: *Raymond J. Alvarez; Lucius D. "Luke" Battle; Cynthia Eagles Hodgson; Jean M. Holmes; James Patrick Kelley; Martha Searcy Kelley; Yvonne Ona Olson; Arthur Clarence Plambeck; Eddie W. Schodt; Bernard "Buck" Shinkman; Warren A. Silver; Mildred I. Szojan; and Richard David Vine.* ■

Rob Wiley
Rob Wiley
Editor-in-Chief

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July/Aug



BOOKFAIR Set for October

The 48th annual BOOKFAIR of the Associates of the American Foreign Service Worldwide will begin Oct. 17. One of the oldest area book fairs, it draws shoppers from considerable distances.

Through the years, BOOKFAIR has donated more than \$1 million for Foreign Service family members' scholarships and community projects. It started in 1960 with some 7,500 books. Now it involves more than 100,000 books, gathered over the course of a year. A large and varied art corner features items brought back by Foreign Service employees from around the world.

BOOKFAIR runs from 2 p.m. to 5 p.m. on Oct. 17 and from 11 a.m. to 3 p.m. on Oct. 20-24 for employees, spouses and escorted guests. On Oct. 18-19 and 20-24, the sale is also open to the public from 10 a.m. to 4 p.m. The event takes place in the Exhibit Hall of the Harry S Truman Building.



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